

BEFORE THE
CALIFORNIA BUREAU OF STATE AUDITS (BSA)

In the matter of

Citizens Redistricting Commission (CRC)
Applicant Review Panel (ARP) Public Meeting

555 Capitol Mall, 4th Floor
Sacramento, CA 95814

WEDNESDAY, August 25, 2010
9:15 A.M.

Reported by:
Peter Petty

APPEARANCES

Members Present

Nasir Ahmadi, Chair

Mary Camacho, Vice Chair

Kerri Spano, Panel Member

Staff Present

Stephanie Ramirez-Ridgeway, Panel Counsel

Diane Hamel, Executive Secretary

Interviewees

David K. Ikari

Ira S. Lowry

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1 P R O C E E D I N G S

2 MS. RAMIREZ-RIDGEWAY: Good morning. The hour
3 being 9:14 a.m. and a quorum being present, we are now
4 ready to go back on record. We have a full schedule today
5 and our first Applicant is Mr. David Ikari.

6 Good morning, Mr. Ikari. How are you?

7 MR. IKARI: Good morning.

8 MS. RAMIREZ-RIDGEWAY: Are you ready to begin?

9 MR. IKARI: Yes, I am.

10 MS. RAMIREZ-RIDGEWAY: Wonderful. Please start
11 the clock. What specific skills do you believe a good
12 Commissioner should possess? Of those skills, which do
13 you possess? Which do you not possess, and how will you
14 compensate for it? Is there anything in your life that
15 would prohibit or impair your ability to perform all of
16 the duties of a Commissioner?

17 MR. IKARI: Thank you for giving me the
18 opportunity to be a candidate on the California Citizens
19 Redistricting Commission. I think a good Commissioner
20 should have a strong belief in the purpose and value of
21 redistricting, be able to devote the time necessary to
22 serve effectively, be fair, objective, impartial, and be
23 able to demonstrate the highest level of integrity. A
24 good Commissioner should give respect and dignity to the
25 fellow Commissioners and everyone who participates in the

1 process. A good Commissioner should have analytical
2 skills, be open to input from different perspectives, have
3 good communication skills, be able to make tough decisions
4 in the face of what I think will be intense pressure, be
5 experienced in the governmental public hearing process.

6 I'm passionate about the important role government
7 plays in our lives. I volunteered and worked in a number
8 of citizen organizations that were not directly connected
9 to my work activities. I did so because I felt it was the
10 responsibility of citizens to contribute. I am at a point
11 in my life that I'm not looking to pursue any other career
12 opportunities or pursuits. I was looking forward to
13 retirement after 36 years of State service, but at the
14 same time, I feel that I have the qualifications and
15 experience that could be helpful in a successful
16 redistricting effort.

17 Anyone that personally knows me knows that I have
18 a lot of energy and that I totally immerse myself into the
19 projects that provide value. While I'm not a lawyer, nor
20 do I have much experience in election laws, or mapping
21 programs, I'm a quick learner and have some experience in
22 dealing with legal issues. More importantly, I feel I
23 would bring to the Commission a wealth of common sense
24 that sometimes Government is sorely lacking.

25 The information contained in the CDFA's Pricing
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1 Panel's recommendation provides some evidence of my
2 analytical skills and ability to be fair, objective, and
3 impartial. The most recent hearing panel recommendations
4 are documented and available on the California Department
5 of Food and Agriculture's Website. That address of the
6 site is CDFA.CA.Gov/Dairy, under the subheading of Hearing
7 Matrix.

8 In some ways, my participation on the Sacramento
9 County Revenue Sharing Hearings was equally complex. The
10 dollars requested by community-based proposals typically
11 exceeded the amount of money available; granting the
12 revenue request of one proposal could mean that another
13 proposal would not be funded. My experience in working on
14 various organizations that are outlined in my material
15 that I submitted, served me as valuable lessons to serve
16 more effectively on teams. Listening to others, being
17 open to different perspectives, providing respect to
18 others, are among some of the countless lessons I've
19 learned. These experiences helped me to be more effective
20 today than when I first served the Sacramento County Grand
21 Jury in the late 1970s.

22 There is no reason that I can see that would
23 prohibit me from performing the duties of a Commissioner.

24 MS. RAMIREZ-RIDGEWAY: Describe a circumstance
25 from your personal experience where you had to work with

1 others to resolve a conflict or a difference of opinion.
2 Please describe the issue and explain your role in
3 addressing and resolving the conflict. If you are
4 selected to serve on the Citizens Redistricting
5 Commission, tell us how you would resolve conflicts that
6 may arise among the Commissioners.

7 MR. IKARI: Early in my career, I served as the
8 Department Liaison with the California Strawberry Advisory
9 Board. The Board consisted of producers, fresh market
10 handlers, and processors. Annually, the Department
11 Liaison holds nomination meetings where producers,
12 handlers and processors nominate candidates and
13 participate in preferential voting. Historically,
14 appointments are made by the preferential voting.

15 Some time late in the 1970s, a number of well
16 established strawberry growers in the Watsonville and
17 Santa Maria area Districts began to employ a system where
18 they were featuring sharecroppers. Under the financial
19 arrangements, the established growers provided the land,
20 the supplies, the plants, while the sharecropper provided
21 the labor to ensure that the crop was produced and
22 harvested. Both shared in the crop's profit and loss.
23 The issue arose whether the sharecroppers could
24 participate in the Strawberry Board's nomination meetings
25 and, naturally, those growers affected were opposed to

1 having the sharecroppers participate. Despite their
2 objections, it was clear to us that, under the provisions
3 of the Code and the California Strawberry Marketing Order,
4 that any person who shared the risk in producing
5 strawberries were growers.

6 I met with those affected parties and discussed
7 our decision to allow sharecroppers to participate in the
8 annual nomination meetings. The fact that most of the
9 sharecroppers only spoke Spanish added to the dilemma.
10 Despite the concerns expressed over the additional time
11 involved, we made the determination to hold the meetings
12 in both English and Spanish. By being open,
13 communicative, and willing to take input from all affected
14 parties -- we had plenty of time to do this before the
15 nomination meetings -- I was able to conduct the
16 nomination process in a manner that everyone felt was fair
17 and impartial. Incidentally, one of the sharecroppers got
18 nominated and was appointed to the Board, and fortunately
19 this member proved to be a positive contributor to the
20 Board.

21 Now, turning my attention to the second part of
22 the question, my experience in working as a team, the
23 conflict between team members, some conflict is inevitable
24 and natural. The actions one takes to help resolve the
25 conflict always depends on the people involved, the group

1 dynamics, and the nature or the details of the conflict.
2 It has been my experience on pricing hearings it is often
3 helpful to ask for additional analysis and data, which
4 would shed light on the issues. In many cases, this added
5 information helps to avoid potential conflicts.

6 Sometimes, one can best help by serving as a
7 mediator, searing for a win-win solution; other times,
8 postponing actions on issues that are pending provides the
9 opportunity to develop refinements or optional approaches
10 to addressing issues that will avoid conflict. Sometimes,
11 proposing a simple compromise is all that is needed.
12 Other times, it helps simply to get an understanding of
13 the perspective that somebody is trying to put on the
14 table. Finally, we all must recognize that there will be
15 decisions over issues that parties simply won't ever
16 agree. Sometimes the best course is to agree to disagree.

17 MS. RAMIREZ-RIDGEWAY: We have about 11 minutes
18 remaining. How will the Commission's work impact the
19 State? Which of these impacts will improve the State the
20 most? Is there any potential for the Commission's work to
21 harm the State, and if so, in what ways?

22 MR. IKARI: Well, California's history of
23 redistricting after Census seriously tears at the moral
24 foundation of our Democratic process. We've had four in
25 the last 40 years, every 10 years. Of those four, two

1 were considered to be impartial in the Order imposed by
2 the Supreme Court back in 1970 and 1990. It got so bad
3 after the 2000, that Steve Wesley, the former Democratic
4 State Controller, who supported redistricting, was quoted
5 as saying that the elections were a foregone conclusion.

6 Countless proposals for a reform have been
7 proposed over the years, but all were defeated until the
8 Voters First Act. The Legislature is clearly more
9 polarized today than it was previously. The chronic
10 ongoing budget deficits and annual exercises to enact a
11 State Budget are obvious examples and provide ample reason
12 for many that California government is dysfunctional.

13 When Legislative Districts are controlled by
14 inflexible purists, by both major parties, then the
15 Legislators tend to reflect the extreme left and right.
16 There is very little willingness to meet half way to
17 resolve fundamental issues. Rather than compromising on a
18 decision and moving forward to handle other issues, we get
19 to chronically review the same issues over and over again.

20 I believe that redistricting Districts fairly and
21 impartially will result in elected representatives that
22 are more reflective of all the constituents in the
23 district, not the purist extremes of two parties. The
24 elected representatives are more likely to seek consensus,
25 to resolve long term issues.

1 If the Citizens Redistricting Commission is
2 incapable of fairly and impartially developing districts,
3 we run the risk of further alienating California citizens
4 from California government and we further cripple the
5 moral foundation of our elective Democracy. And
6 California will be much worse off and the promise of every
7 person having an equal vote could be lost for some time.

8 MS. RAMIREZ-RIDGEWAY: Describe a situation where
9 you had to work as a part of a group to achieve a common
10 goal, tell us about the goal, describe your role within
11 the group, and tell us how the group worked or did not
12 work collaboratively to achieve this goal. If you're
13 selected to serve on the Citizens Redistricting
14 Commission, tell us what you would do to foster
15 collaboration among the Commissioners and ensure the
16 Commission meets its legal deadlines.

17 MR. IKARI: As Branch Chief, I play a leadership
18 role in ensuring that the group dynamics among the hearing
19 panel members operate appropriately. I ensure that every
20 panel member, no matter their position of authority,
21 length of service, or job title, carry an equal vote.
22 Each panel member's input and voice carry equal value in
23 the hearing deliberations.

24 Over the last few years, a critical component of
25 the hearing panel was we consisted of relatively young,

1 inexperienced Ag economists. After participating in her
2 first hearing, it was great to receive the positive
3 feedback from one of our young economists, Sandra
4 Gonzales. Ms. Gonzales confided to us that she had
5 reservations about participating in the hearing process
6 because she had only negative experiences in group
7 activities. She was happy to report after the panel
8 report was completed that - and I didn't know this prior
9 to - that she had a positive experience; she commended all
10 the hearing panel members for their ability to work
11 together as a team, and not disintegrate to each person's
12 agenda. I should note that, under the law, once the
13 hearing is closed, the Department is mandated to announce
14 a decision within 62 days from the close of the hearing.
15 During my period of time, we never missed that mandate.

16 MS. RAMIREZ-RIDGEWAY: A considerable amount of
17 the Commission's work will involve meeting with people
18 from all over California who come from very different
19 backgrounds and very different perspectives. If you are
20 selected to serve on the Citizens Redistricting
21 Commission, tell us about the specific skills you possess
22 that will make you effective at interacting with the
23 public.

24 MR. IKARI: I'm open and approachable to all
25 parties. I find it easy to communicate with people with

1 different backgrounds. I relish the opportunity to
2 include people into the government process. I've always
3 enjoyed doing what I can to make people feel comfortable
4 and willing to participate in government. Some time ago,
5 when Jerry Brown was Governor, and Marketing Order or
6 Advisory Boards consisted of only industry
7 representatives, the Governor made a decision to add
8 public members to each advisory board. The decision
9 caused a certain amount of concern and fear among the
10 Advisory Board, as you can imagine. How would this work
11 out? Who would be appointed? How would the public
12 members be selected? How would they contribute? Would
13 they simply become a negative force on the Board? So, it
14 was critical the Department find and appoint excellent
15 candidates for these positions.

16 This issue was so important that the Department's
17 Deputy Director, Jerry Scriber, who was a lawyer by
18 training, participated in many of the public member
19 interviews. Since I had a key role with the California
20 Milk Advisory Board, the most public board in terms of
21 dollars spent, I had a key role in helping recruit
22 qualified Applicants. Jerry later complimented me on my
23 ability to make the candidates feel at ease, discuss the
24 duties and responsibilities of public members, engage them
25 in an open and honest dialogue about their qualifications,

1 and reassure them on how they could possibly contribute to
2 the Board.

3 Once the public members and alternates were
4 appointed, I worked closely with the Board members and
5 newly appointed public members to ensure a successful
6 working relationship. I'm proud of the fact that the
7 public members appointed to the Boards were extremely
8 successful. All the industry Board members quickly came
9 to value and appreciate the public member participation.

10 Over the years of working with the stakeholders in
11 milk pricing, I have gone out into the community of
12 stakeholders wherever possible. I have met informally
13 with all our stakeholders in order for them to share their
14 concerns about the pricing system. I try to communicate
15 regularly with all aspects, including consumer groups.
16 The information meetings and discussions are critically
17 important when dairy farmers are facing financial crisis.
18 I found that, whenever stakeholders are communicating on
19 an emotional level about an issue or concern, I've always
20 tried to connect with them on an emotional level, that is,
21 provide empathy and concern. I found that it is best to
22 avoid providing intellectual arguments or academic reasons
23 why the department did something when they are in an
24 emotional state.

25 MS. RAMIREZ-RIDGEWAY: Mr. Ahmadi.

1 CHAIR AHMADI: Yes, thank you. Good morning, Mr.
2 Ikari. Let me just finish this note here. Thank you,
3 sir.

4 You mentioned in a response to standard question 1
5 that sometimes you have to make tough decisions and I
6 believe you referred to the work of the Commission. Could
7 you please elaborate on that and give us maybe some
8 examples of what those tough decisions would be?

9 MR. IKARI: Okay. I kind of referenced it in
10 terms of the revenue sharing. You have all these
11 community groups coming to you, asking for money. Now,
12 one of the easy ways to do it is to say, okay, if we got a
13 million dollars, and all these project proposals are \$1.5,
14 we'll cut them back 10 percent; but you also get testimony
15 that says, you know, "If you cut me back 10 percent, I've
16 got to cut key programs." So, I expect that, in the
17 Redistricting Commission, we will get pressure by various
18 groups - "We want a district, we want a district."

19 One of the problems that we have in redistricting
20 is we had a litmus test for one thing, and that was party
21 registration. We wanted to assure, at least in the 2000,
22 they wanted to assure that the Democrats and Republicans
23 preserved their positions, so the litmus test was the
24 number of registered Democrats and Republicans. So, if
25 you were a minority to that, then you really didn't have a

1 vote because it was already sealed. But, when you're
2 going to be on a Redistricting Commission and you're going
3 to be faced with these groups, you're going to get similar
4 pressures, well, for one group vs. another group, and when
5 you think about it, it's not just racial lines, it could
6 be economic, it could be districts, people living in a
7 golf community, or something like that. So, I think there
8 is a fair amount of pressure that these groups can place
9 on the Commission.

10 CHAIR AHMADI: Can you name some of those groups?

11 MR. IKARI: Well, no, you know, well, there's
12 obvious ones like the political groups, but I don't - I
13 won't even begin to go beyond that because I just don't
14 know.

15 CHAIR AHMADI: It's not that you already know that
16 some folks are coming forward -

17 MR. IKARI: No, no.

18 CHAIR AHMADI: -- it's just that you are
19 speculating that there will be some groups -

20 MR. IKARI: Right.

21 CHAIR AHMADI: -- maybe if I can, just to be sure
22 that I got it correct, you are saying that there may be
23 times that the interests may conflict with each other -

24 MR. IKARI: Sure.

25 CHAIR AHMADI: -- and the Commission has to make a

1 decision. What criteria would you follow in those
2 situations?

3 MR. IKARI: Well, one of the things that was
4 really interesting, and the Commission did some work where
5 you had speakers and talked about it, I would bring in
6 experts and, you know, since the Supreme Court did such a
7 - by most objective observers, who felt that they did a
8 pretty good job of redistricting, I would start with them,
9 I'd start with people who've done it before, whose job is
10 well respected, and ask how they approached it.

11 CHAIR AHMADI: Do you know any of those groups?

12 MR. IKARI: Do I know any of those groups? No.

13 CHAIR AHMADI: No, okay.

14 MR. IKARI: But I would think that former Justices
15 in the Supreme Court, I would ask staff to contact them
16 and see if they could make themselves available and talk
17 about the process that they went through, and the manner
18 that they developed fair districts.

19 CHAIR AHMADI: So, let's assume that you do that
20 while you are on the Commission, should you be selected,
21 and let's assume that there are maybe a number of citizens
22 who come forward and say, "Wait a minute, the whole reason
23 behind approving Prop. 11 was to...", take it out of their
24 hands, the people who did it before and for the citizen
25 independent commission to do it. How would you respond to

1 those concerns? Did I come across clear?

2 MR. IKARI: Yes. But before the Commission can
3 begin its deliberations, it needs to do the background
4 work. You're going to have 14 members of the Commission,
5 each with a lot of background. I did not get a chance - I
6 did see some of the interviews and some of your first
7 meetings of it, the video clips, but I didn't see all of
8 them. And one of the things that is important for the
9 Commission to remember is to have the same background, so
10 it's important to get that background information and
11 expertise. And I view bringing in a Supreme Court
12 Justice, or somebody that was involved in it, is
13 background information. It doesn't mean that we're locked
14 in, that that's the way we have to do it, but we should be
15 exposed to those kinds of things before we start launching
16 into how we're going to divide up the districts.

17 CHAIR AHMADI: Could you give us a little more
18 detail about, you know, in general terms what criteria
19 that Commission has to follow in terms of, you know, laws
20 and regulations?

21 MR. IKARI: Well, you have the general laws that
22 you're going to have to follow, that are already outlined,
23 but that's part of the background and the details. As I
24 sit here today, I couldn't get in too deep, but I
25 understood that you take the population and you're going

1 to have to divide it up because you only have so many
2 Legislative Districts and there is a certain degree of -
3 it doesn't have to be exact on, I think one of the
4 speakers talked about a 10 percent leeway one way or
5 another. But this idea of communities - what is a
6 community? If you just did it along racial lines where
7 this group, this group and this group, it raises questions
8 about, if it's okay for the Japanese Americans, do we have
9 to do it for the Germans? Do we have to do it for the
10 Italians? What is a community? And so I'm trying to just
11 talk about the broader aspect of the community.

12 One of the things that is concerning to me is,
13 where you look at what is some parts of the Bay Area has
14 been joined in with the rural communities of the Valley.
15 Are those distinct communities that you say are well
16 represented by one representative? Or, should I be - I
17 live in Orangeville, should I be districted with - be
18 included with somebody from Alturas? How much in common
19 do I have with those people? So, there's a number of
20 issues that the Commission is going to have to weigh. And
21 that's why this balancing of all these competing interests
22 is going to be important.

23 CHAIR AHMADI: Within the context of that
24 balancing that you just described, do you think
25 communities of interest formed based on Party affiliation

1 are important than communities based on racial and
2 ethnicity?

3 MR. IKARI: Do I think that they're important?

4 CHAIR AHMADI: Which one is important in the
5 redistricting process?

6 MR. IKARI: Well, I wouldn't say that one is more
7 important over another, that's what I'm trying to
8 articulate, is all factors must be considered. But I
9 wouldn't sit here and say that, just because you have a
10 Republican Party, that you should pay attention to that;
11 or, if you have a Democratic Party, or you have this
12 group, or that group. You have to look at it and
13 determine for the whole State what makes sense. You're
14 balancing the interests of California against the
15 individual interests and preferences that may come before
16 you, and having to figure out and then determine what
17 makes sense for California.

18 CHAIR AHMADI: Okay, thank you, sir. I have a
19 number of other follow-up questions on your responses, but
20 let me get to another question that I was planning to ask,
21 and let me start with that, and if I have time, I will go
22 back to my follow-up questions.

23 Based on your application material, and also based
24 on a letter of recommendation in your application package,
25 you have been assigned to California Performance Review

1 for the 2003-2004?

2 MR. IKARI: Right.

3 CHAIR AHMADI: Who appointed you to that position?

4 MR. IKARI: The Governor put out a proclamation to
5 all State - I think even some of the county agencies were
6 included. Our department asked for volunteers. I
7 volunteered. And I'm not sure how the selection process
8 happened, but late in the process, I was notified that
9 they needed another representative from the Department of
10 Food and Ag, and would I still be willing to serve, and I
11 said yes. And the Department was gracious and allowed me
12 to serve. Fortunately, I had back-up that could fill my
13 position.

14 CHAIR AHMADI: Who notified you - or, who
15 appointed you to that position?

16 MR. IKARI: Well, I think the appointment, there
17 was an Executive Order by the Governor, appointing. But
18 the names came from the individual departments and
19 agencies.

20 CHAIR AHMADI: Okay. And what were your
21 responsibilities in that review -

22 MR. IKARI: I got assigned to the Procurement Team
23 and I can't remember the exact number. There must have
24 been 12 or 13 of us on the Procurement Team, and we looked
25 at procurement issues and I got to work on - we went out

1 to Folsom Prison and we were talking about - because we
2 got so many complaints from State agencies about their
3 mandate to buy from Prison industries, and the
4 inflexibility. So that was one. I worked on the State's
5 purchasing drugs. We must have had 20 or 25
6 recommendations within the California Performance Review
7 about recommendations.

8 CHAIR AHMADI: Did you meet with the Governor on
9 that responsibility?

10 MR. IKARI: No.

11 CHAIR AHMADI: Did you meet or interact with -

12 MR. IKARI: Well, the Governor did visit our
13 office once, but, no, we did not meet with the Governor's
14 Office, but the Governor supported the plan, but, you
15 know, the way it all turned out, we spent six months
16 developing these recommendations, and as I sit here today,
17 very few of those recommendations were implemented, and so
18 it's somewhat frustrating to those of us who spent a lot
19 of time on that.

20 CHAIR AHMADI: It must be. So, let me make sure
21 that I got it correct. This California Performance Review
22 was formed from a list of volunteers that the Governor
23 had, and you were one of those volunteers?

24 MR. IKARI: Yes.

25 CHAIR AHMADI: Okay.

1 MR. IKARI: Well, I volunteered and the State -
2 I'm not sure about how every agency operated. I met
3 people from all over State government. There is somebody
4 that was on the Personnel Team that was from a community
5 college, and she did not want to be on there, but she was
6 told that she was going to serve on this. My department
7 was much different. I wanted to serve and my department
8 allowed me to participate.

9 CHAIR AHMADI: Okay. And also, somewhat related
10 to this concept, just to make sure that I got it clear in
11 my mind, based on your application material, you have been
12 working on various commissions and boards. Is there any
13 other board or commission that was an appointed position
14 by the Governor?

15 MR. IKARI: No.

16 CHAIR AHMADI: Any State official?

17 MR. IKARI: No.

18 CHAIR AHMADI: How about Federal officials?

19 MR. IKARI: No.

20 CHAIR AHMADI: Any appointments by them?

21 MR. IKARI: No.

22 CHAIR AHMADI: Okay. How did you become aware or
23 involved with the California Performance Review?

24 MR. IKARI: The Government's Office sent out a
25 flyer to all departments and then our department sent out

1 and said, "We're embarking on this task, we'd like to
2 review California Government. Who better than those
3 people who work in government to look at it, analyze it,
4 and come up with recommendations on how we can make
5 improvements?" Frankly, the Governor was new and he
6 probably wanted to see if this is a way that he could
7 flesh out ideas to get reform, make improvements in State
8 Government.

9 CHAIR AHMADI: Okay, thank you, sir. To what
10 extent, if any, have you had interaction with the members
11 of the Legislature?

12 MR. IKARI: If there are pricing issues, and
13 sometimes there are, where dairy farmers are unhappy,
14 legislators may contact the Department. There have been a
15 number of legislative hearings where we have went and
16 testified - I've testified in the Legislature once. I've
17 went to various Assemblymen and Senators' offices about a
18 half a dozen times to talk about economics and pricing and
19 the dairy situation.

20 CHAIR AHMADI: On a personal level, do you have
21 any friendship or interaction with the legislative staff -

22 MR. IKARI: No, no legislative staff other than,
23 you know, a social thing. Well, not even a social thing,
24 unless - I'm not aware of anybody - I don't have any
25 friends, acquaintances in the Legislature.

1 CHAIR AHMADI: What would be your response if one
2 of the members of the Legislature called you, should you
3 be selected as a Commissioner, and tried to discuss some
4 of the matters of the Commission with you - just
5 hypothetically?

6 MR. IKARI: Well, I would be nice, but once I got
7 on the Commission business, I would tell him, you know,
8 that it would be inappropriate. In milk pricing issues,
9 once we had a hearing, we got into a period where we
10 couldn't communicate with anybody about the subject matter
11 of hearings. And I would think that the Commission issues
12 would be the same, much the same.

13 CHAIR AHMADI: Okay, thank you, sir. Real quick,
14 in your example describing - responding to standard
15 question 2, I am switching gears here, you mentioned that,
16 you know, some people were opposed to these share pickers
17 [sic] or...?

18 MR. IKARI: Sharecroppers.

19 CHAIR AHMADI: Croppers, sorry, thank you. Who
20 are opposed to them attending the meeting and why?

21 MR. IKARI: Well, growers used the sharecroppers
22 as a way to, you know, reduce their risk and shift the
23 risk to the actual people who were going to tend the crops
24 and pick the crops. They wanted their cake and they
25 wanted to eat it, too. But, by allowing the laborers to

1 have an ownership interest, then they became growers. So
2 it was the owners who did not want the laborers or
3 sharecroppers to participate in the nomination meetings.

4 CHAIR AHMADI: Okay, thank you, sir. And the
5 owners meeting is strawberry growers?

6 MR. IKARI: Right.

7 CHAIR AHMADI: Okay, thank you, sir. You have had
8 a long career with the State of California, 30 plus years,
9 and you worked most of your time in one agency, this was
10 the Food and Agriculture. Can you tell us how your
11 professional experience and life experiences have exposed
12 you to and given you an appreciation of California's
13 diverse demographics and geography?

14 MR. IKARI: Well, I worked for the Department 36
15 years. That opportunity - I had gotten the opportunity to
16 work with a number of different agricultural industries,
17 for instance, in the strawberry community, you have a lot
18 of Asians that work in the industry, throughout
19 California, they are mainly on the coastal parts of
20 California. The dairy communities are in Chino and in the
21 Valley now, but you have a whole different ethnic group.
22 You have the Dutch and Portuguese, primarily. So you find
23 that each of the various industries that I work with had
24 uniquely different characteristics. You see a lot more
25 Latinos and Hispanics in Agriculture today that are

1 growers, so you get to expose - I was raised in Southern
2 California, not on a farm, the interesting this is the
3 high school that I went to, there might have been five or
4 10 Asian families in that high school. Today, 50 percent
5 or more of that high school is Asian, and the other 20 or
6 30 percent is Hispanic. The minority is the Caucasian.
7 But when I went to high school there, it was a lot
8 different.

9 So, I'm very sensitive and open and I find the
10 various ethnic personalities and demographics of the
11 people that I've worked with have been very rewarding and
12 enriching.

13 CHAIR AHMADI: Okay, thank you very much. I have
14 no more questions at this point.

15 MS. RAMIREZ-RIDGEWAY: Ms. Camacho.

16 VICE CHAIR CAMACHO: Thank you. Hello, Mr. Ikari.
17 Ikari?

18 MR. IKARI: Uh huh.

19 VICE CHAIR CAMACHO: You were talking about the
20 62-day deadline. How did you make certain that your
21 office met that 62-day deadline? Were there certain steps
22 you took?

23 MR. IKARI: It wasn't a formula because each
24 hearing was different. Sometimes we got really
25 complicated issues in a number of them, and we recognized

1 and we set dates, we were going to have this done by a
2 certain time. And every time, in some ways they were
3 different, in some ways they were the same. But we
4 identified the issues, we identified what data that we
5 needed, and we kept certain target dates in mind; for
6 example, there is a 10-day notice, so you back off the 10
7 days, and then there's also a 15-day re-filing period,
8 typically it was 10 days, right there, if you got a 10-day
9 re-filing period, you've got to give a notice of 10 days,
10 you are 20 days off of that 62 days. So, we set some
11 deadlines and said, "By this date, we've got to give the
12 Executive Office our recommendation," and the Executive
13 Office hopefully, you know, "Are you comfortable with
14 having a week? Can you turn back our decision within a
15 week? And we need some time if you want to make changes
16 in the recommendation." So, those are the kinds of things
17 that we did and we had a good team. I mean, we had open
18 discussion, but if you sat through the hearing panels, you
19 could see some similarities, but it wasn't certainly a
20 formula, or a set route procedure that we used.

21 VICE CHAIR CAMACHO: So you had those deadlines
22 and you backed out some dates and you had that open
23 communication. How did you -

24 MR. IKARI: Well, and then you'd have to - if it
25 was really complex, you might not get into it as deep,

1 you'd have to back off on your analysis, you know, so
2 you're going to have to scale down how deeply you can get
3 into it, or, if you had more time, then you could get into
4 it more deeply. But we had hearings where we had one
5 price being considered, or one element of a price, and
6 then we had comprehensive hearings where we were
7 considering all five classes of milk prices, so you
8 obviously can't spend as much time.

9 VICE CHAIR CAMACHO: Okay. During your Marketing
10 Order Boards that you were helping select the individuals,
11 I know this happened in the '70s, but I'm hoping to know
12 is, was there any outreach to particular groups to make
13 sure that there was a representation of all different
14 individuals within these Boards?

15 MR. IKARI: Let's see, our number one priority was
16 to get good qualified people because we were worried that
17 our first appointments, if they turned out to be
18 disasters, it would just, you know, the whole thing would
19 fall apart. About the same time, the Governor was making
20 the same demands on the consumer affairs and their Boards,
21 but I think, as I recall, we were ahead of them. We
22 reached out to university women, we reached out to any
23 group that we thought had potential, and I can't recall
24 all the organizations that we contacted, but one of the
25 people that applied was with the university women and she

1 talked about it, and they were affiliated, and so we hit a
2 number of those organizations and got a number of good
3 public members from them.

4 VICE CHAIR CAMACHO: Okay, kind of --

5 MR. IKARI: But nothing was excluded. Everything
6 was on the table. We did as much as we could think of,
7 you know, whatever ideas, we reached out to them, yes.

8 VICE CHAIR CAMACHO: Okay, kind of bringing it up
9 to more recent area was your Dairy Marketing Branch, you
10 were - you had a number of employees. How did you obtain
11 that diversity within your organization? Was there a
12 policy that you had that directed your staff?

13 MR. IKARI: The diversity in terms of -

14 VICE CHAIR CAMACHO: All types of diversity, you
15 know, ethnic, geographic, or experiences.

16 MR. IKARI: Well, the interesting thing is, when I
17 first started in the Department, all the economists were
18 white males. Today, if you go to the universities, most
19 of the graduates are going to be women. So, it makes it a
20 lot easier to hire a woman. But you are looking for
21 qualified candidates and I reached out to Texas A&M, to
22 Cornell, to a number of schools that had Ag Econ programs,
23 but you are looking for candidates that have the
24 qualifications and skills you need. As I retired, we had
25 three supervisors, two of them are women, one of them is

1 Black, but they were the best qualified people. The Black
2 supervisor is the most natural supervisor, had the most
3 natural supervisor instincts that I've ever seen, and
4 she's an outstanding Audit Manager. That person came
5 through within the Department. We've hired - you look and
6 try to seek the candidates and the qualifications and you
7 have to do outreach and go prior to those appointments.

8 VICE CHAIR CAMACHO: Do you know what type of
9 outreach efforts were made to these various other under-
10 represented groups?

11 MR. IKARI: Well, I could tell you what I did, and
12 that is, within the University of California System,
13 there's not that many graduates with Masters Degree
14 credentials. So, I, on conferences and those kinds of
15 things, I would go to - like I went to Texas A&M
16 University. We had a conference in Dallas and I took some
17 time and I think I got there a day early and drove up to
18 Texas A&M. Other times, we had a conference in Cornell
19 and I met with the professors and the staff there. You're
20 looking - we had people that had graduated from Purdue, we
21 contacted Purdue - so, you seek the candidates wherever
22 they may be.

23 VICE CHAIR CAMACHO: To get a little better
24 clarification, so, for the jobs that you were hiring for,
25 for your area, did they have to have certain degrees or

1 qualifications to even apply for the position?

2 MR. IKARI: Yes. For Ag Economists, you know,
3 with collective bargaining, we're hampered because the
4 number of Agriculture Economists in the State are very
5 few, so with collective bargaining, what we've seen is the
6 Research Analyst series, there is more generalist series,
7 we can actually pay more money if we bring them in through
8 that means. But our Assistant Ag Economist is required to
9 have a Masters Degree, but the salary for an assistant -
10 you can start off as a Research Analyst and, within one
11 year, be making more money than the Assistant.

12 VICE CHAIR CAMACHO: Was there a particular
13 Masters Degree that the individual could have? Or could
14 it be any Masters Degree?

15 MR. IKARI: It was a Masters Degree in Ag
16 Economics, or Economics would do. Then, in our Audit
17 positions, it was your typical Auditor qualifications.

18 VICE CHAIR CAMACHO: Did you find it easier to
19 have a mixed group in your audit area than your area where
20 you had to have a Masters Degree in Economics or Ag Econ?

21 MR. IKARI: Was it easier? The number of
22 candidates within the Audit group spans the minority
23 groups - they are a lot more populated, therefore there
24 are more choices. Yeah.

25 VICE CHAIR CAMACHO: Okay. Being in a government

1 position and going out to the public, obviously, you're
2 going to have stakeholders that are not going to be happy
3 with the situation, like you were talking about with the
4 Strawberry Board. Are there any lessons learned related
5 to your California Department of Food and Agriculture's
6 perceived insensitivity to stakeholders that are going to
7 be important as the Commission interacts with the public?

8 MR. IKARI: Would you restate that question?

9 VICE CHAIR CAMACHO: No problem. Obviously, there
10 are individuals during your public meetings and
11 interactions that were not favorable, you had individuals
12 that are happy with the situation or not -

13 MR. IKARI: Okay, well, maybe it wasn't clear. At
14 the time, there was concern by the strawberry growers, but
15 after it was over, and I think if you talk to the industry
16 today, I think they would be proud of what we did. And
17 once the person was appointed, I think his name was Javier
18 Ruiz, he was appointed and served; there was no complaints
19 at subsequent meetings. And I'm not even sure that there
20 are anymore sharecroppers in the strawberry industry.
21 That was an opportunity that some growers used to, quite
22 frankly, pay less, and share the risk. But, remember,
23 there are competitors on the Board and they didn't do
24 that. But, when Mr. Ruiz was appointed and he was a
25 contributor to the Board, and even the nomination process,

1 once it went through and everybody understood what the
2 rules were, and it was fair and impartial, there wasn't
3 this hatred towards the department or anything like that.
4 It never developed into a controversy. And when I think
5 about it today, it could have escalated into a significant
6 level, but I was an Assistant or Associate Ag Economist at
7 the time, and a Senior Ag Economist, I had a Branch Chief
8 Division Director, and Director of the Department, and it
9 never went to that level, so it was an exercise that
10 worked out the way government should work out.

11 VICE CHAIR CAMACHO: From your other experiences,
12 not including the Strawberry Board, but from your hearings
13 and, obviously there could be contention and stuff, how
14 would that experience that you received from those help
15 you as a Commissioner?

16 MR. IKARI: Well, the more experiences, the more
17 instances you see, you get a little bit more wisdom as to
18 how to handle the different situations, but like I was
19 trying to say in my remarks, there's no one way to do
20 things, and it kind of depends on the instance. I've had
21 - we were doing strategic planning and one person blew up,
22 and before we could know it, I mean, it was just too late,
23 that he got real personal, real emotional, and I feel
24 today, if I see any instance of that, I would pick a time
25 out and recess it. So, you're just more aware of what's

1 going on and there are options. Because, when these
2 things happen, you try to follow it and say, okay, under
3 those circumstances, this is what I'd do.

4 VICE CHAIR CAMACHO: In one of your letters of
5 recommendation, it talks about that there was press and
6 media scrutiny for hearings. How did you take those?
7 Because obviously as a Commissioner you will be in the
8 public eye.

9 MR. IKARI: Well, you know, it's hard not to take
10 some things personally, but most of the time that the
11 reports are written, they don't have all the facts, or
12 it's very superficial. So, you try to take it
13 constructively and it gives you guidance in terms of
14 getting the information out that the public needs.

15 VICE CHAIR CAMACHO: Thank you. That was my last
16 question.

17 MS. RAMIREZ-RIDGEWAY: Ms. Spano.

18 PANEL MEMBER SPANO: Good morning.

19 MR. IKARI: Hi.

20 PANEL MEMBER SPANO: You were talking about
21 communities of interest earlier. What factors constitute
22 a community of interest, in your mind?

23 MR. IKARI: Well, my mind is pretty much a blank
24 slate on that. I want to hear from some experts and some
25 people in that I don't think it's just a racial group, or

1 a political party, I don't think it's a litmus test, and
2 somehow you've got to bring geography into this. I don't
3 know how somebody - and I heard your one speaker, I think
4 it was Levitt, and he was talking about Chicago and how he
5 did a sophisticated districting, and perhaps within an
6 urban city, that makes sense - and I don't even know the
7 district, but I know there's a district that includes
8 parts of Monterey and the Bay Area, and it reaches into
9 the Valley, and to say that the interests of the people in
10 the Valley is the same as Monterey is hard for me.

11 PANEL MEMBER SPANO: In what way? Do you -

12 MR. IKARI: Let me give you an example. The Bay
13 Area was exempt from air pollution, I think, where the
14 Valley is not, and yet those people in the Valley are
15 commuting - or many people are commuting to the urban
16 cities to be employed. Their economics and their way of
17 living is totally different than those people in the city.
18 Transportation is more important to them. That highway to
19 get from the Valley into the City is more important. The
20 lifestyle is totally different in the Valley. You know,
21 people move to the City because there's more - young
22 people love it because there are more things to do, and in
23 the Valley, we don't. We're criticized because Sacramento
24 is too quiet, and staid, and laid back. So, there are
25 these cultural differences.

1 PANEL MEMBER SPANO: And in your determination of
2 the drawing of the lines, how would you determine how much
3 in common that these communities have in order to achieve
4 a balance and derive good lines?

5 MR. IKARI: That's where you're going to have to
6 weigh, and I wouldn't prescribe a formula or anything like
7 that here. Obviously, if you do something in one area, it
8 has an impact on the surrounding areas, and so you want to
9 look at the whole picture and say, does it make sense?

10 PANEL MEMBER SPANO: In what ways would it make
11 sense to you?

12 MR. IKARI: In what ways would it make sense?

13 PANEL MEMBER SPANO: I know you had mentioned
14 earlier you would have to consider geographic situations
15 and its impact on communities.

16 MR. IKARI: Well, it's easier to talk about the
17 extremes. If we're talking about an urban area that is
18 going to affect some rural areas, where the rural area
19 gets sucked in and they are kind of an afterthought, then
20 I'd be concerned about that. But, on the other hand, if
21 you look at it and you say, "On balance, this is the right
22 thing to do, it's the best we can do with the districts,"
23 then I wouldn't have a problem with that. But if we're
24 just trying to placate one interest, and I don't care how
25 you want to describe it, then I think that would be wrong.

1 So, if you're trying to do it just for the Democrats, just
2 for the Republicans, just for something, and that's your
3 sole goal, then I would think that would be wrong.

4 PANEL MEMBER SPANO: Thank you. You mentioned
5 earlier that the Commission should be made up of members
6 that should all have the same background.

7 MR. IKARI: Let me clarify that. What I meant was
8 that, once the Commission is appointed, they should be
9 exposed to the same information and materials so that they
10 are starting at the same level. I didn't mean that they
11 need to have the same background, no.

12 PANEL MEMBER SPANO: They should be provided with
13 the same background materials?

14 MR. IKARI: Right.

15 PANEL MEMBER SPANO: Okay. Thanks. What do you
16 believe would be an ideal Commission if you were a
17 Commissioner? What qualifications would you like to see
18 in your fellow Commissioners?

19 MR. IKARI: Well, I think the qualities that I
20 responded in the first one, I would want them to be
21 focused on the issue, willing to devote the time it takes,
22 having those analytical skills, but being dedicated. You
23 know, a lot of times public agencies, like, you know, when
24 you're talking about the revenue sharing, it's easy to
25 take the easy route, it's easy to say, "Oh, geez, you

1 know, we've got \$105 or \$150 million request, and we only
2 got a million dollars," or, you know, some lesser amount,
3 "Let's just divide it up." But I think the responsibility
4 of government, and it makes it tough, and this is why in
5 the Sacramento, the Board of Supervisors delegated a
6 citizen commission because they didn't want to deal with
7 that. And those are the tough calls that you have to make
8 when you get into the details. And if we look at WEAVE,
9 or battered women, or you look at healthcare, and you're
10 looking at, well, it may be a good idea, but how effective
11 and how efficient are they? Are they wasting their money,
12 or are they spending big salaries, or are they actually
13 delivering the service? So then you compare that with,
14 you know, a healthcare service; and when you start making
15 those calls, people then say, "Well, geez, if you cut
16 Sickle Cell Anemia, you're racial." But you're trying to
17 be objective and look at the data and provide the most
18 services to the community that you can with those limited
19 resources. So, in milk marketing, we have a system that
20 is called "pulling," so that we not only set prices, we
21 pull the revenues, and when you make one change to please
22 one producer, everybody else is affected. It's not new
23 dollars going to that producer, it's if this producer gets
24 more money, then this producer gets less, and in some
25 ways, that is what government is, limited resources, and

1 that is why you have the big fights in the Legislature
2 about the budget.

3 PANEL MEMBER SPANO: Because of the limited
4 resources.

5 MR. IKARI: Yes, and the unwillingness to increase
6 taxes.

7 PANEL MEMBER SPANO: Uh huh.

8 MR. IKARI: Everybody would love - "Give me all
9 the services and let them pay the taxes." But the fair
10 way to do it is what's fair in terms of taxes, who should
11 pay, and what are the services that we have to provide.

12 PANEL MEMBER SPANO: How did you feel when, well,
13 before we move on, how do you feel about the importance of
14 having a diverse Commission?

15 MR. IKARI: Commission? It's important. It's
16 important to have a diverse Commission, to have all
17 different viewpoints. And, you know, geographic
18 representation, political representation, it's important
19 to have those diverse viewpoints.

20 PANEL MEMBER SPANO: What benefits can you achieve
21 from having a diverse Commission, other than different
22 viewpoints? Is there any other perspectives that they can
23 bring that could really help to reach out to communities
24 and get the word out about the importance of
25 redistricting?

1 MR. IKARI: Well, what benefits? Hopefully you
2 wouldn't be insensitive and blindly go into something
3 because somebody on the Commission will speak up and say,
4 "What about this? What about that?"

5 PANEL MEMBER SPANO: When you mentioned earlier
6 about how having a diverse employee pool was enriching for
7 you, can you tell us a little bit more about how it
8 enriched you as an employer and as a person, personally?

9 MR. IKARI: Sure. We have a Polish Auditor in our
10 Milk Production Costs. He's been in the States for about
11 five or six years. He went back to Poland and he shared
12 with us his experiences. And we have a lot of fun in, you
13 know, in support of that. When he went, I asked him to
14 send postcards. We have two other employees that have
15 been - they're from Mainland China. They're both citizens
16 and it's interesting when they tell us about, well, if it
17 was this year, then they must have come from Mainland
18 China, in the earlier years, they were from Taiwan, but
19 during the Olympics, she indicated how you never see blue
20 skies in Beijing, it's always dark, and the only reason
21 why it was clear is because of the Olympics, they shut
22 down everything. People couldn't travel. They shut down
23 businesses and factories in order to clean up the air, but
24 typically it's gray and people are wearing these white
25 masks. And when you get the opportunity, you're enriched

1 as a person.

2 PANEL MEMBER SPANO: Would those perspectives that
3 they bring internationally to California, and residing
4 here, did you learn at all about their political
5 preferences and their perceptions of fair representation
6 in government, California?

7 MR. IKARI: Many people are not, you know, they're
8 - they're not focused on government. They complain about
9 it, but they're not focused about it. So, I find that we
10 don't spend that much time, other than, you know, they
11 worry about the budget, they worry about the impact on
12 themselves, but they don't talk about, "Well, I didn't get
13 a chance to vote," or something like that. I find that
14 people from foreign countries that were foreign born have
15 a better appreciation of voting and can't understand - we
16 can go back to the sharecroppers, a typical Strawberry
17 Nomination Meeting or some of those nomination meetings,
18 you might get five or 10 growers come. When we had that
19 controversy, we maybe had 50 or 60.

20 PANEL MEMBER SPANO: Is it because of the
21 inclusion of the -

22 MR. IKARI: No, I think it was something new and
23 uncertainty, but, you know, once we got through the
24 process and once they saw that, you just thank the public
25 members, the Board members who are representing industry,

1 they didn't know how it would work, so there is this
2 uncertainty and fear, but if you do it for the right
3 reasons and you help implement it for the right reasons,
4 it's a tremendous asset. I know that the Consumer Affair
5 Boards were the same way. So, like the Barber Board all
6 consisted of Barbers, or those kind of things, and they
7 put public members - it's interesting in other states,
8 some states have a milk commission made up of producers
9 and processors, but they've had to change their law that a
10 majority of the Commission members are public members, and
11 there are a few industry representatives, but it's amazing
12 how quickly the industry, or the public members care for
13 the industry. They want the long term, the best interest
14 for them. But, at the same time, they recognize they have
15 to balance the competing interests of the public.

16 PANEL MEMBER SPANO: Uh huh. And how do you
17 propose when people don't have that interest in voting,
18 say? And they have no clue of that redistricting, and
19 it's absolutely critical that, when you go out to
20 communities that you get everybody's kind of perspective
21 on communities of interest, the importance of their fair
22 representation, and how they feel? How do you reach out
23 to people who maybe English is a second language? Or who
24 are just uninterested, who are young and unaware? How do
25 you reach out to them when you have 50 counties to hit?

1 MR. IKARI: Well, it's difficult, but you have to
2 try and - one of your speakers, Mr. Saito, I saw a little
3 bit of what he said, and he was real worried about those
4 people that didn't participate, that were
5 unrepresentative. But you can't kill yourself, either, I
6 don't think. The question in my mind, when he spoke about
7 that, is how many of them will actually vote, and how many
8 really give a damn?

9 PANEL MEMBER SPANO: Uh huh. Do you believe with
10 this redistricting effort that it would make considerable
11 change for fair representation? Or do you believe things
12 would probably stay the same?

13 MR. IKARI: I have every hope that it's going to
14 work out positively, otherwise, I wouldn't have applied.
15 I have all my hopes and dreams that will happen, that we
16 will get fair districts that are not dominated by the
17 political process. But it's a tough job.

18 PANEL MEMBER SPANO: Do you believe that your
19 district is fairly represented?

20 MS. HAMEL: Five minutes.

21 MR. IKARI: I really haven't - well, my district
22 is interesting in that I have personal views in that the
23 person that represents us in Congress, and this
24 districting doesn't affect it, but he was from Southern
25 California and now he's representing my area, but I

1 understand in the Roosevelt - the Sun City community
2 heavily supported this person.

3 PANEL MEMBER SPANO: Do you support this person?

4 MR. IKARI: Well, I support candidates that want
5 to get something done, that don't just speak about
6 rhetoric and we get locked into doing nothing. We've got
7 to make a decision and move forward.

8 PANEL MEMBER SPANO: What are the issues at heart
9 in your community that bind them?

10 MR. IKARI: See, that's going to be the dilemma
11 for a Commission, in identifying a community, what is a
12 community?

13 PANEL MEMBER SPANO: What do you believe yours is,
14 in your area?

15 MR. IKARI: You know, I've thought about it and
16 Orangeville is different in that it's more rural, but when
17 you look at the bigger picture of dividing up the lines,
18 should it be included with Alturas? I'm not sure. Or El
19 Dorado County? And, you know, I don't know. I'd look at
20 the whole picture.

21 PANEL MEMBER SPANO: Thank you. You mentioned
22 earlier about your work on the CPR, California Performance
23 Review, and how it took you six and a half months to
24 develop these recommendations, and then after they were
25 recommended, little were implemented. And by your

1 reaction, when you told us that, I felt like, you know, it
2 was probably very disheartening to know that all that hard
3 work -

4 MR. IKARI: Right.

5 PANEL MEMBER SPANO: -- did not have an impact, it
6 looks like it's the state and its efficiency, so I was
7 wondering, could you tell us a little bit more about that?
8 And I have another follow-up question to that, also.

9 MR. IKARI: Well, it is disheartening, but once
10 the report was - there are a number of recommendations,
11 but I think at the highest levels, they made a decision,
12 "Well, we want a big splash," they went after the
13 reorganization of government, and that got them into a
14 fight, and then it ended, so all the other recommendations
15 that had nothing to do with reorganizations just got left
16 by the wayside. But, you know, once the recommendations
17 were, you know, they were vetted through the supervisors
18 within CPR, there were things on personnel that, you know,
19 just doesn't make any sense, that I strongly believed in,
20 and I think the recommendations got us there; for example,
21 in our personnel departments, we can't hire a graduate
22 that's got a degree in Personnel Management, so if you
23 find most people in Personnel, I think the number is
24 something like 97 percent of the personnel - I forget the
25 classifications - have been promoted, they were in

1 clerical positions, they got promoted within, there's like
2 three percent that actually came from colleges and
3 universities with Personnel Degrees. There's something
4 wrong with our Civil Service system, it's not what you
5 know - and we've got to test them when they've got a
6 college degree. Why can't we just accept the college
7 degree? The Federal Government hires people and they
8 don't have to go through a Civil Service process, once
9 they get a degree, I think, with six months or something
10 like that; but we make them go through this process, and
11 we are trying to protect ourselves against political
12 spoils and we handicap ourselves from hiring the brightest
13 and the best.

14 PANEL MEMBER SPANO: Thank you.

15 MS. RAMIREZ-RIDGEWAY: I have several follow-up
16 questions. Panelists, how about you?

17 VICE CHAIR CAMACHO: Go ahead.

18 CHAIR AHMADI: I can wait.

19 MS. RAMIREZ-RIDGEWAY: Okay. Mr. Ikari, I am
20 confused.

21 MR. IKARI: Okay.

22 MS. RAMIREZ-RIDGEWAY: I don't understand the
23 appointment process for the California Performance Review.
24 So, I'm trying to figure out whether that was a
25 gubernatorial appointment, which could be disqualifying

1 for you, or how it came to be. Were you vetted through
2 the Governor's Office?

3 MR. IKARI: No.

4 MS. RAMIREZ-RIDGEWAY: Did you fill out the giant
5 application packet which was actually bigger than ours?

6 MR. IKARI: No, no.

7 MS. RAMIREZ-RIDGEWAY: I just wanted that on the
8 record! Were you named in the Executive Order?

9 MR. IKARI: No.

10 MS. RAMIREZ-RIDGEWAY: So -

11 MR. IKARI: And as a layperson, I don't know all
12 the details, but all I know is that the Departments asked
13 for volunteers, I volunteered, I was on the Commission. I
14 got this nice letter from - you know, after it was done, I
15 got this nice letter, but I never saw - I never went
16 through those things that you described.

17 MS. RAMIREZ-RIDGEWAY: Okay, so it sounds like it
18 is what I thought it was, which is a proclamation came out
19 from the Governor asking -

20 MR. IKARI: Right.

21 MS. RAMIREZ-RIDGEWAY: -- for individuals to
22 assist.

23 MR. IKARI: Right, uh huh.

24 MS. RAMIREZ-RIDGEWAY: And that your Department
25 sort of determined whether or not you could be freed up to

1 participate.

2 MR. IKARI: Right.

3 MS. RAMIREZ-RIDGEWAY: Okay. I think it's
4 possible that the Bureau may have some follow-up questions
5 for you on that, just so we can make sure that you are
6 qualified to serve. And you may be contacted, so make
7 sure and respond if you get a call from the Bureau.

8 I also thought that I heard you, when you talked
9 about having worked under the Brown Administration, did
10 you have personal contact with former Governor, now -

11 MR. IKARI: No, no. I was a lowly Ag Economist
12 within the Department. The Governor made that decision,
13 but at my level, I implemented it.

14 MS. RAMIREZ-RIDGEWAY: Okay, I wasn't sure. I
15 thought you called him "Jerry," so it made me -

16 MR. IKARI: Well, I called Jerry Scribner "Jerry."

17 MS. RAMIREZ-RIDGEWAY: Okay, okay.

18 MR. IKARI: But, no, I don't know the Governor.

19 MS. RAMIREZ-RIDGEWAY: Okay. Do you believe that
20 your work with the Dairy Farmers gives you any particular
21 insights to the communities of interest where the needs of
22 our State's agricultural - our residents who live in our
23 State's Agricultural areas?

24 MR. IKARI: Well, not just with the Dairy Farmers.
25 My 36 years, I feel like I know Agriculture fairly well.

1 MS. RAMIREZ-RIDGEWAY: How about the communities?
2 They're sprinkled around, right? We've got some in the
3 South and some in the North, and a lot in the Central.

4 MR. IKARI: Uh huh. At one time, Orange County
5 was a very big agricultural area, so, yes.

6 MS. RAMIREZ-RIDGEWAY: That's correct. So, do you
7 feel that you have distinct or a specific knowledge about
8 those areas of the State? Agricultural areas?

9 MR. IKARI: Well, yes. Yeah, vs. somebody from
10 Los Angeles that never left Los Angeles and knows nothing
11 about Article 3, yes.

12 MS. RAMIREZ-RIDGEWAY: I don't know if you're
13 aware that Monterey County is actually one of the four
14 counties in the State of California that is designated as
15 a Section 5 county.

16 MR. IKARI: Uh huh.

17 MS. RAMIREZ-RIDGEWAY: And you talked about a
18 district there as sort of going over the mountains and
19 down into the Valley, and you wondered whether that made
20 any sense.

21 MR. IKARI: And I read the reports, and I can't
22 even remember that Ken is running, but how he did that
23 was, and whether or not the constituency in one area would
24 out-vote the constituency in another area.

25 MS. RAMIREZ-RIDGEWAY: So, my question to you is,

1 if you are aware of facts that basically required the
2 district to be drawn that way under the Voting Acts Right
3 of 1965, would that change your perspective about the
4 legitimacy of that particular district?

5 MR. IKARI: Yes. But I still have the question
6 of, could they have drawn it so that - would the coastal
7 area have been more, you know, if you had included the
8 coastal area more into the Bay Area, would that have made
9 more sense as a group of the constituency in that area?

10 MS. RAMIREZ-RIDGEWAY: So, if I understand you
11 correctly, I think I'm hearing you say that, in the
12 absence of the facts, you're not sure -

13 MR. IKARI: Right.

14 MS. RAMIREZ-RIDGEWAY: -- but the facts may have
15 given the redistricting group from last time more options,
16 and that you would have wanted to explore those options?

17 MR. IKARI: Yes, if the sole criteria was the
18 Democratic registration and they did it for that reason
19 vs. these other reasons that we are articulating, then,
20 yes.

21 MS. RAMIREZ-RIDGEWAY: Okay, but you're willing to
22 apply the Voting Rights Act and -

23 MR. IKARI: Sure, oh, yes.

24 MS. RAMIREZ-RIDGEWAY: -- essentially be
25 constrained by it.

1 MR. IKARI: Yes, yes.

2 MS. RAMIREZ-RIDGEWAY: You talked a little bit
3 about how foreign born minorities tend to have a different
4 perspective on voting than native minorities.

5 MR. IKARI: Uh huh.

6 MS. RAMIREZ-RIDGEWAY: Why do you think that is?

7 MR. IKARI: Because they didn't get the
8 opportunity to vote, and they relish it and appreciate it
9 more than we do. And part of the problem with our
10 government is, people are so frustrated with what they see
11 a government, that they won't vote. My dad wouldn't vote
12 for a long time until Prop. 13, where the property tax
13 rebate thing was on the ballot; ever since, he's voted
14 because that meant something to him. But people are
15 turned off about the system, and they see what's going on
16 in the City of Bell, they see what the LA School District,
17 building that high school, and they don't care that it was
18 a bond, the fact is, it cost the State a lot of money, and
19 the fact is that teachers are getting laid off, and it
20 doesn't add up. So, people, they just disengage and don't
21 get involved in the process.

22 MS. RAMIREZ-RIDGEWAY: Do you think there's any
23 reason why certain minority groups may be more disengaged
24 than others?

25 MR. IKARI: Well, if they're struggling

1 economically, you know, when you're in a swamp of
2 alligators, it's hard to think about anything else but
3 taking care of the first issue. With our economy, most
4 people are struggling and they probably don't have time to
5 think about these things.

6 MS. RAMIREZ-RIDGEWAY: Do you think there are any
7 other reasons aside from economic reasons?

8 MR. IKARI: Oh, there's, you know, most people are
9 into their daily lives and they'll vote on national
10 elections and those things that, you know, they've got
11 some clue to, but I think, on many candidates, they don't
12 know who they're electing. Obviously, the people in Bell
13 didn't know who was on their City Council and what they
14 were doing.

15 MS. RAMIREZ-RIDGEWAY: Panelists, do you have
16 additional follow-up questions?

17 CHAIR AHMADI: I do have one clarifying question.
18 Mary or Kerri, do you guys have any questions?

19 VICE CHAIR CAMACHO: Go ahead.

20 CHAIR AHMADI: Okay, thank you. Just to make sure
21 that I understood correctly, one of my follow-up questions
22 in regards to your responses to the standard questions, in
23 response to Question 5, if I heard you correctly, you
24 mentioned something about the emotional stage of
25 individuals when they are participating in the process,

1 being a commission, or a board, or maybe a life
2 experience. If I heard you correctly, you said that you
3 will probably rise to the same level of emotion to respond
4 to that? Or what did I miss? Here is my note: "Connect
5 with them on an emotional level if they are at an
6 emotional level," so if they're emotional, you're
7 emotional?

8 MR. IKARI: No, no. Let me give you an example.
9 Love Canal had a long history where pesticides were dumped
10 and people were adversely affected. People were in there,
11 they had illnesses, people were dying, and when the
12 government officials went in there, they sent scientists,
13 and they started talking about, "Well, we've done this
14 test and that test," it didn't reduce the controversy, it
15 inflamed it. So, what I was trying to say is, you have
16 got to reach them on an emotional level, and you don't
17 raise your emotions, but you feel with them, you
18 understand their problems.

19 CHAIR AHMADI: Okay. Got you.

20 MR. IKARI: Because, if you go in there with
21 scientists and you start saying, "Well, we did this,"
22 they're just going to go ballistic on you.

23 CHAIR AHMADI: So you meant to connect at the same
24 level.

25 MR. IKARI: Yes, connect at the same level.

1 CHAIR AHMADI: Okay, thank you, sir. No more
2 questions.

3 MS. RAMIREZ-RIDGEWAY: Ms. Camacho?

4 VICE CHAIR CAMACHO: You asked the question.

5 MS. RAMIREZ-RIDGEWAY: We're stealing each other's
6 questions again.

7 VICE CHAIR CAMACHO: Yes.

8 MS. RAMIREZ-RIDGEWAY: We have about 10 minutes
9 remaining if you'd like to make a closing statement.

10 MR. IKARI: Well, I just appreciate the
11 opportunity and I think that I can do a good job on the
12 Commission. As I indicated, I don't have a lot of
13 background and details, but I will bring a fresh
14 perspective and keep the goal in mind in terms of fair
15 districts, one in which any objective party, a person,
16 could look at it and say, "Okay, this is fair," and
17 understand why and how we did it. Transparency is
18 important. But, I'm really concerned that, if the
19 Commission cannot, as I indicated, cannot do it, that it
20 could really set California back. And, you know, one of
21 the things that is interesting to me is we are at a moment
22 when we have this rare opportunity, we've invested all
23 these resources, and I appreciate the effort that you've
24 all taken, but we have two initiatives, and this is - what
25 a way to run a Government - we have two initiatives, one

1 to expand so that you - the redistricting does include
2 Congressional districts, and a second one just to abolish
3 the whole thing before it gets started. What a way to run
4 a government. The initiative process was not supposed to
5 supplement. And we've got a Legislature that won't make
6 the decisions. And so, whenever it's tough, you know, if
7 you appeal to this side and this side, and anything in the
8 middle is a controversy and you don't want to touch it,
9 we're not going to do anything, we're just going to
10 stagnate, and you can't run government by initiatives.
11 So, I have every hope that the Commission will weather the
12 political storm of the vote and come out with a fair and
13 impartial district. And that is my hope, whether I am on
14 the Commission or not. Thank you.

15 CHAIR AHMADI: Thank you, sir.

16 VICE CHAIR CAMACHO: Thank you.

17 MS. RAMIREZ-RIDGEWAY: Thank you, Mr. Ikari, for
18 coming to see us.

19 MR. IKARI: Thank you.

20 MS. RAMIREZ-RIDGEWAY: Let's recess until 10:59.

21 (Off the record at 10:38 a.m.)

22 (Back on the record at 10:59 a.m.)

23 MS. RAMIREZ-RIDGEWAY: Let's go ahead and get back
24 on record here. Our next Applicant is Mr. Ira Lowry. And
25 are you ready to begin, Mr. Lowry?

1 MR. LOWRY: Yes, I am.

2 MS. RAMIREZ-RIDGEWAY: Please start the clock.

3 What specific skills do you believe a good Commissioner
4 should possess? Of those skills, which do you possess?
5 Which do you not possess, and how will you compensate for
6 it? Is there anything in your life that would prohibit or
7 impair your ability to perform all of the duties of a
8 Commissioner?

9 MR. LOWRY: First of all, a good Commissioner
10 should have the discipline to focus on the goals of
11 redistricting as set forth in the law, and to design a
12 work program to attain those goals, not drift off onto
13 some other agenda. Next, he should be able to explain his
14 ideas clearly to the other Commissioners and discuss with
15 them their criticism, suggestions, and alternatives. He
16 ought to be humble enough to recognize the merits of their
17 alternatives, but confident enough to persist when he is
18 sure of his ground.

19 I'm not supposing that only one Commissioner will
20 be a proposer, it remains to be seen whether there are
21 significant differences among the Commissioners, as to the
22 nature of our charter, or its implications for our work
23 program. But, if so, these issues must be resolved as the
24 first order of business, even before the Commission
25 develops a formal structure as a working group.

1 As the Commissioners discuss these issues, they
2 will notice the different skills and personal styles of
3 their colleagues. By the time they reach a consensus on a
4 work program, they will be better informed for choosing a
5 Chairman, whose job includes distributing tasks among the
6 Commissioners. A good Chairman will quietly nominate
7 someone for particular tasks, allowing him to quietly
8 refuse, or else will ask for volunteers. An effective
9 Commissioner will volunteer for the task that most
10 urgently needs his special skills, not necessarily the
11 tasks that he would most like to have.

12 The question asked about my own skills, I've
13 designed work programs to achieve many specific goals, and
14 have achieved nearly all of them; in some cases, entirely
15 by my own efforts and, in other cases, by team work,
16 sometimes very elaborate team work. I am able to explain
17 technical issues in non-technical language, and I've
18 learned from experience that I have no monopoly on good
19 ideas, so I am always ready to listen amiably to
20 criticism. Under deadline pressure, I find it easier to
21 take over tasks that I see are being neglected or poorly
22 done, rather than coaxing the person who is nominally
23 responsible to improve his performance. But, on the other
24 hand, I have arranged voluntary courses to teach
25 researchers things that they should have learned in

1 graduate school.

2 Finally, you might reasonably consider my age as
3 something that impairs my ability to perform all of the
4 duties of a Commissioner. To that concern, I can only
5 respond that I'm in excellent physical condition from the
6 neck down. From the neck up, I can report that my mental
7 processes are quite competent, but they are slower than
8 they were at my age 35. I do make mistakes in mental
9 arithmetic and I often have to search for a word that I
10 know is in my vocabulary. For these reasons, I usually
11 prepare notes and rely on visual aids when I'm making any
12 kind of public presentation.

13 If I may have your tolerance, I'd like to postpone
14 question 2 to the end of the sequence and go now to
15 question 3?

16 MS. RAMIREZ-RIDGEWAY: Sure. I'll read it into
17 the record. If you wouldn't mind, could you speak a
18 little more into the microphone so that we're sure to pick
19 you up when our live stream viewers hear all the important
20 things you have to say?

21 MR. LOWRY: Sure.

22 MS. RAMIREZ-RIDGEWAY: So, skipping to number
23 three, how will the Commission's work impact the State?
24 Which of these impacts will improve the State the most?
25 Is there any potential for the Commission's work to harm

1 the State, and if so, in what ways?

2 MR. LOWRY: Well, assuming that the Commission
3 responds attentively to its mandate, its most important
4 effect will be to increase the number of districts in
5 which political parties are effectively competitive.

6 Term limits have made a big dent in safe district
7 tenure by individuals, they only can hold the same office,
8 representing the same district, for a very short time.
9 Since the last redistricting, the State's population has
10 grown by at least nine percent and has shifted quite
11 substantially internally with some areas gaining and some
12 areas losing inhabitants. Because the fundamental rule of
13 redistricting is equalizing population in all 80
14 Districts, it follows that the boundaries of nearly all
15 districts are going to have to change. Present district
16 boundaries were negotiated by the interested parties to
17 consolidate their most reliable constituencies.

18 If the new Redistricting Commission ignores those
19 considerations, in favor of other rules stated in its
20 mandate, we may not be able even to map the new districts
21 on the old ones, much less, to infer any kind of
22 continuity of incumbent individuals or parties. It
23 becomes a new campaign with new rules, except for
24 equalization.

25 The most important changes will come in the high

1 density urban areas surrounding the San Francisco Bay, San
2 Jose, Los Angeles, and San Diego areas, where slight
3 shifts in one district's boundaries can result in
4 politically significant changes in the voting population
5 of several districts. The political audience will be
6 alert to details of the Commission's districting in those
7 areas and quite ready to contest them. Here, especially,
8 the Commission's method of drawing in the lines must be
9 demonstrably both non-partisan and reasonable; however,
10 because of equalization, the general public will not
11 perceive much change in the district map of the State.
12 Although the boundaries may change, there will still be
13 two very large districts in the southeastern part of the
14 State, consisting of sparsely populated desert with a
15 fringe of urban places. And there will be several large
16 multi-county districts in the northern part of the State
17 and many small one-county districts in San Francisco Bay
18 and east of there, and, of course, at least 20 very small,
19 but densely populated districts in Los Angeles County and
20 then southward into Orange County.

21 So, this is why the Commission should begin its
22 work by reaching consensus on the legally defined goals of
23 redistricting and on a work program to attain those goals.
24 The Commission can best make its mark on California's
25 electoral politics by starting with a clean slate,

1 building a district map on a coherent set of principles,
2 rather than examining the existing map and studying
3 marginal ways to improve it.

4 I think the most likely harm that can be produced
5 by the Commission is to deviate from its charter in a well
6 meant effort to increase the participation of protected
7 minorities in the political process. Of course, our
8 redistricting methods should not discriminate against
9 protected minorities, they should not discriminate against
10 anybody; however, when our general rules for bounding
11 districts divide a compact, politically cohesive minority
12 population that might otherwise form a voting majority, we
13 must supply these special rules under Section 2 of the
14 Federal Voting Rights Act of 1965. I hope that this will
15 not be often necessary because the Section 2 resolution
16 disrupts the boundaries of adjoining districts that were
17 not part of the problem, degrading to that extent the
18 Commission's claim to rational, impartial redistricting.

19 MS. RAMIREZ-RIDGEWAY: Question 4, with about nine
20 minutes remaining: Describe a situation where you had to
21 work as a part of a group to achieve a common goal, tell
22 us about the goal, describe your role within the group,
23 and tell us how the group worked or did not work
24 collaboratively to achieve this goal. If you're selected
25 to serve on the Citizens Redistricting Commission, tell us

1 what you would do to foster collaboration among the
2 Commissioners and ensure the Commission meets its legal
3 deadlines.

4 MR. LOWRY: My participation in the Federal
5 Experimental Housing Allowance Program, which ran from
6 1971 to 1982, is a good example. It was undertaken by the
7 Department of Housing and Urban Development to test
8 whether paying housing allowances to low income families
9 would be a more efficient method of delivering housing
10 assistance than building public housing for the same
11 families. The idea had been discussed for decades, but it
12 was always rejected on the grounds that introducing cash
13 subsidies into the housing market without increasing the
14 stock of dwellings would do nothing except cause rents to
15 rise.

16 HUD decided to test this concept using a so-called
17 social experiment as a scientific basis for public policy.
18 My employer, the Rand Corporation, was invited to design
19 and conduct an experiment that would show the market
20 effects of a full scale housing allowance program.
21 Briefly, HUD expected Rand to design and operate open-
22 enrollment housing allowance programs in each of two small
23 Metropolitan areas, to negotiate with local governments,
24 establish and staff housing allowance offices, recruit
25 eligible applicants, inspect their housing, and disburse

1 monthly allowance payments to enrollees of good standing.
2 We were also expected to conduct annual surveys of renters
3 and homeowners and landlords in those communities to learn
4 how, if at all, they had been affected by the program.
5 Rand had absolutely no experience in any of these
6 functions.

7 Although I led the team that secured the contract,
8 as the scope of the undertaking unfolded, I saw that it
9 was beyond my power to manage both the scientific and
10 operational aspects of the enterprise. So, I hired a
11 boss, a program manager who would deal with HUD on
12 contractual matters, deal with the Rand Departments on
13 resource availability and budgets, and would deal with the
14 group managers of the experiment on progress with their
15 tasks. And I became the manager for design and analysis
16 of a position that was parallel with five other functional
17 group managers based in Santa Monica, and two more group
18 managers who were located at the experimental sites.

19 By September 1974, when the experiment was
20 underway and a large volume of field survey data was being
21 processed, the staff had gone to the equivalent of 110
22 full-time workers. It stayed at that level for about five
23 years, and then gradually decreased as many of the tasks
24 were completed. Collaboration, as I experienced it in
25 this undertaking, was primarily among the group managers;

1 for example, as a manager for design and analysis, it was
2 up to me to tell the managers of the survey group what
3 specific information I needed about homeowners and
4 renters, both in cross-section, and over time. The
5 manager of the survey group would direct the design of
6 questionnaires and interview procedures by our group, then
7 present the products for my review and approval.

8 Similarly, I worked with the managers of the Housing
9 Allowance Offices on the design of their client record
10 systems, which had to serve both their management needs
11 and my research needs. With only one early exception,
12 which was soon remedied, these and other collaborative
13 relationships worked smoothly for nearly 10 years.

14 How does this experience equip me to foster
15 collaboration and timely effort among Commissioners?
16 Given that most of the usual incentives have been
17 nullified by rules regarding the selection of
18 Commissioners, that is, rules which are intended to ensure
19 their impartiality, we are left with a group of volunteers
20 whose reason for serving is either an urgent wish to
21 perform a public service, or an intense interest in the
22 task itself, or maybe both. They would want to
23 collaborate with their fellow Commissioners because they
24 see that collaboration is the only way that the job will
25 get done, however, if they feel that their contributions

1 are not appreciated, they may become either passively
2 idle, or aggressively obstructive, depending on their
3 personalities. So, it is important for the Chairman to
4 develop the work program that includes significant tasks
5 for everybody, distributing the tasks to match the
6 interests and talents of his colleagues, and then, to ask
7 them to report their plans for carrying out the work and
8 what resources they'll need. This involvement in planning
9 makes them feel more responsible for the execution of the
10 tasks. The Chairman then has the job of weaving all the
11 parts into a work schedule with critical path dependencies
12 laid out.

13 By statute, the Redistricting Commission is to
14 begin its work no later than 1, January 2011, and is
15 required to deliver the final product on 15, September of
16 that year, a period of eight and a half months. If Prop.
17 20 passes in November, a larger work product will be due
18 on 15, August. I know the job could be done in that time
19 by a group who had worked together before, or even a group
20 who were strangers to each other, but for experienced
21 redistrictors. Probably few of our Commissioners will
22 have experience with redistricting at the State scale, and
23 fewer will know each other. We are promised a budget for
24 office and technical staff, but I don't know how quickly
25 we can find and hire knowledgeable Census Data Analysts,

1 GIS Mapping experts, and persons skilled at setting up and
2 managing public hearings. Moreover, we, the candidate
3 Commissioners, have been encouraged to think of the
4 Commission as a part-time job, something that we could do
5 mostly on weekends and evenings. Well, I think that is
6 over-optimistic.

7 MS. RAMIREZ-RIDGEWAY: We have about one minute
8 remaining and two questions, so I think we will extend
9 time by five minutes, so we will have six minutes total?

10 CHAIR AHMADI: Yes.

11 MS. RAMIREZ-RIDGEWAY: Question 5: A considerable
12 amount of the Commission's work will involve meeting with
13 people from all over California who come from very
14 different backgrounds and very different perspectives. If
15 you are selected to serve on the Commission, tell us about
16 the specific skills you possess that will make you
17 effective at interacting with the public.

18 MR. LOWRY: Well, first, I have some 20 years of
19 experience at Rand, delivering formal briefings to a
20 variety of audiences, from Cabinet Secretaries, to City
21 Councils, and local interest groups. I know how to
22 organize information into a story that an audience can
23 follow with the help of visual aids and I know how to
24 place key points so that they'll be remembered. Second, I
25 have considerable experience speaking to and listening

1 attentively to hostile audiences. I know how to deflect
2 rudeness and how to retain the sympathy of most of the
3 audience, including some who disagree with me. I can stay
4 good humored under severe provocation. Third, I
5 understand how important it is to members of an audience
6 to be taken seriously when they are struggling to make a
7 point that seems just out of their reach. When they
8 finally wind down without actually producing an answerable
9 question, or making a point, I know how to launch a reply
10 that seems to be relevant. The end.

11 MS. RAMIREZ-RIDGEWAY: Question 2: Describe a
12 circumstance from your personal experience where you had
13 to work with others to resolve a conflict or a difference
14 of opinion. Please describe the issue and explain your
15 role in addressing and resolving the conflict. If you are
16 selected to serve on the Citizens Redistricting
17 Commission, tell us how you would resolve conflicts that
18 may arise among the Commissioners.

19 MR. LOWRY: I have very little experience as a
20 referee of other people's quarrels, so I will offer only a
21 comment on conflict within the Commission. Given the
22 opposing parties a chance to explain their positions
23 before the assembled Commission may enable someone to
24 suggest either a compromise or a third position that
25 bypasses the issue. In my answer to Question 1, I

1 indicated the desirability of reaching consensus on
2 redistricting policy as the first order of business. If
3 we encounter a fundamental disagreement at that stage, one
4 that can't be resolved even by the advice of legal
5 counsel, the only course of action left would be to vote
6 on the issue, and to hope that the losers would accept the
7 outcome cheerfully. If a disagreement was discovered
8 early and the loser resigned from the Commission, he could
9 be replaced from the existing candidate list by a process
10 described in the statute. However, several resignations
11 would interfere with quorums needed for various
12 administrative actions of the Commission, so I would like
13 to hope that all of this doesn't happen. That's all I
14 have to say.

15 MS. RAMIREZ-RIDGEWAY: Mr. Ahmadi.

16 CHAIR AHMADI: Yes, thank you. Good morning, Mr.
17 Lowry.

18 MR. LOWRY: Good morning.

19 CHAIR AHMADI: In response to standard question 3,
20 the message that you give us is that you would prefer to
21 start from like a clean slate.

22 MR. LOWRY: Uh huh.

23 CHAIR AHMADI: And you would not want to look at
24 the old maps, if I heard you correctly.

25 MR. LOWRY: Yes.

1 CHAIR AHMADI: Is there any specific - can you
2 share with us any specific examples of some of the
3 districts, if any, that you think are drawn - that you
4 disagree with the lines, and why?

5 MR. LOWRY: The answer to that is no, I haven't
6 tried to - I haven't got at my disposal the materials to
7 do that. I do not have enough information from the year
8 2000 to do that, I can just look at the districts - I have
9 got maps of the existing districts, but I don't know the
10 details of their creation and I do not have good maps of
11 the population distribution, and I don't know the stories
12 behind each one. But, I take it for granted that the
13 person who wrote the preamble to Prop. 11 knew what he was
14 talking about when he said that these districts were drawn
15 by the people who would benefit by them. And that seems
16 to be pretty well established as a general truth. And
17 certainly, at the time, and I lived in California in 2000,
18 it occupied the newspapers for quite a while, and it
19 required finally the Supreme Court of California to settle
20 the issues.

21 CHAIR AHMADI: Okay, thank you, sir. So, once the
22 Commission reaches consensus on a work program, as you
23 alluded to in response to Question 1, once there is
24 agreement about how to approach this, could you share with
25 us your ideas of where to start?

1 MR. LOWRY: Well, I would like to start with the
2 civil structure of the State.

3 CHAIR AHMADI: What do you mean by civil
4 structure?

5 MR. LOWRY: The state is divided into counties,
6 and within the counties, there are towns.

7 CHAIR AHMADI: Okay.

8 MR. LOWRY: We are instructed by the statute to
9 observe those boundaries whenever we can. And I think
10 that is a good place to start. I also think that major
11 topographical breaks are a very good place to start,
12 things which are obvious breaks in the - the reason the
13 civil districts are important to me is that there's an
14 obvious interaction between a civil unit and a Legislator.
15 The Legislator is the source of good things, or bad
16 things, for individual cities and individual counties, the
17 local governments have to negotiate with the Legislator
18 through an Assemblyman and so on. To the extent that we
19 can give them a district so that they know who their man
20 is, and so that the Assemblyman knows who his constituency
21 is about a particular matter, I think we have succeeded in
22 part in defining a community of interest.

23 CHAIR AHMADI: Okay, thank you. How would you
24 handle the challenge in terms of differences of opinion,
25 or differences in interests of people living in these

1 counties and cities, number one, and number two, as you
2 know, we have 58 counties, for example, but we need 40
3 Senate and 80 Assembly Districts, how would you make it
4 work?

5 MR. LOWRY: That, I can't tell you until I have
6 access to more machinery than I have.

7 CHAIR AHMADI: By "machinery" you mean computers?

8 MR. LOWRY: I mean computers and statewide
9 databases and so forth. I have done what I can in my own
10 little way, looking at population distributions, but I
11 don't have any mapping capability. But I have some ideas
12 that I would love to try out, but they may or may not
13 work. But I think that we should try as hard as we can to
14 draw the lines by - on the basis of features of our State
15 that are visible to everybody, that are not ambiguous.

16 CHAIR AHMADI: What do you mean by features that
17 are visible? Are you referring to geographic features -

18 MR. LOWRY: Geographic features and civil - things
19 like - the boundaries of cities, that is there, it can be
20 demonstrated to exist, and it is an important marker,
21 things are different inside and outside it, and nobody can
22 argue that it isn't there.

23 CHAIR AHMADI: Okay.

24 MR. LOWRY: And when we go as far as we can with
25 those kinds of markers, we will be a long way towards

1 having a new kind of map. And then we get into some more
2 difficult ones, and that is going to be primarily in Los
3 Angeles County. And that's going to take some really hard
4 thinking.

5 CHAIR AHMADI: Just to make sure that I understood
6 correctly, under what circumstances do you think a
7 district boundary can cross a political boundary being
8 city or county? Can you share with us in a little more
9 detail whether or not you see that as a possibility? And
10 if yes, what will cause that to happen?

11 MR. LOWRY: The Voting Rights Act can clearly
12 cause that, whether we like it or not. And if we don't
13 like it, we may do it anyhow, since we know it's going to
14 happen. I would like to keep our structure as clean as I
15 can, that is, not to ignore anymore civil boundaries than
16 we have to.

17 CHAIR AHMADI: Could you define clean structure?
18 What do you mean by clean structure?

19 MR. LOWRY: Well, no more exceptions to that rule
20 than we have to make.

21 CHAIR AHMADI: Which, you are referring to the
22 Voting Rights Act?

23 MR. LOWRY: I'm referring to the Voting Rights
24 Act, yes. And other things. But, until - if I were a
25 Commissioner and had the machinery to really see the

1 details that we'll be dealing with, it's hard for me to
2 see the scope of the job.

3 CHAIR AHMADI: So let's say you have focused on
4 the - in your words, civil structure, which is the city
5 and county boundaries, and you also looked at the
6 geography of the state, the visual features of the state,
7 what would be the next important element that you have to
8 consider to proceed with the decision-making?

9 MR. LOWRY: The next important element I would
10 look for is some kind of economic commonality. The
11 previous speaker that was a candidate, that was here, was
12 asked about whether he was an expert on dairy farmers, and
13 a rural agricultural group, an area, would be a nice
14 community of interest, but it's very hard to make a
15 district out of that when the equalized population is
16 465,000 people.

17 CHAIR AHMADI: For a district, you mean?

18 MR. LOWRY: To make a legislative district. So,
19 it's very hard to make communities of interest anything
20 that isn't a sort of generic characteristic of human
21 beings.

22 CHAIR AHMADI: So what would be your approach to
23 meet that challenge?

24 MR. LOWRY: Uh -

25 CHAIR AHMADI: What would be your approach to meet

1 that challenge? You mentioned there are 465,000 people
2 per Assembly District and the communities of interest will
3 be difficult to obtain?

4 MR. LOWRY: My approach to meet that challenge is
5 to do my best to preserve the physical boundaries that
6 divide neighbors. For example, I think freeways are
7 another marker that partitions neighborhoods, and I think
8 they would serve as another boundary marker in densely
9 populated areas. So do, to a lesser extent, railroads,
10 rivers, and things of that kind. But I don't have all the
11 answers at this point. Nobody has been paying me to get
12 them.

13 CHAIR AHMADI: That's okay. Does that conclude
14 your response to that question? Thank you, sir. How much
15 time do I have? Seven minutes. In your application, I
16 came across a statement that I would like for you to
17 please clarify for me, and then I have a follow-up
18 question on that. You state that, "I am sometimes put to
19 sleep by dense and technical written materials, but I
20 really enjoy maps."

21 MR. LOWRY: Uh huh.

22 CHAIR AHMADI: Is there anything that you want to
23 add in terms of what are some of the alternative ways that
24 you would be comfortable with using dense and technical
25 written material? As you know, the Commission's work

1 requires the Commissioners to be able to use dense and
2 technical material -

3 MR. LOWRY: Oh, I -

4 CHAIR AHMADI: -- how would you compensate for
5 that? What other alternative ways do you have to make
6 sure that doesn't prohibit you from doing what you need to
7 do?

8 MR. LOWRY: Oh, I deal with dense technical
9 material all the time, I just find maps more fun, it's not
10 that I can't do the dense technical material, it's just
11 not as enjoyable. But, I love maps, so...

12 CHAIR AHMADI: Okay, thank you very much, sir. No
13 more questions.

14 MS. RAMIREZ-RIDGEWAY: Ms. Camacho.

15 VICE CHAIR CAMACHO: Thank you. Hello, Mr. Lowry.

16 MR. LOWRY: Hello.

17 VICE CHAIR CAMACHO: I have a few questions to
18 help me better understand some of your responses in your
19 application. You stated that, as neighborhoods change,
20 the transitions are not always peaceful. Could you please
21 explain that statement?

22 MR. LOWRY: Yes. As one, well, as one group of
23 minority or - as the neighborhood changes its inhabitants,
24 that is, as one group moves in and another group moves
25 out, the feelings between those two groups get pretty hot

1 sometimes, it happens in almost every city in the United
2 States that there have been neighborhoods into which Black
3 people moved against the wishes of White people who lived
4 there before; it happened in Los Angeles that there is
5 tension in some neighborhoods when Latinos moved into what
6 were Black neighborhoods. And sometimes it work
7 peacefully, but mostly there is some level of hostility to
8 the change in the neighborhood that is brought on by a
9 change in a race or ethnicity in the movement of people
10 belonging to different races or ethnic groups. That's all
11 I meant.

12 VICE CHAIR CAMACHO: Okay, what do you think or
13 feel about these changes?

14 MR. LOWRY: What do I - I wish they didn't happen,
15 but that doesn't stop them. And I think it's - I'm not -
16 I think that governments and perhaps maybe non-
17 governmental organizations can often provide the lubricant
18 that will make the transitions easier and less liable to
19 be, how shall I say, violent if we really want to do the
20 job. But it's very hard, I think, to rally the forces of
21 good until after the fact, if we wait until something
22 really bad happens, and then we try to pick up the pieces.

23 VICE CHAIR CAMACHO: Can you clarify what you
24 meant when you said that you hoped - you wished that this
25 did not happen, that this movement - can you clarify that?

1 MR. LOWRY: Well, I wish - you mean just now, I
2 said that or -

3 VICE CHAIR CAMACHO: Yeah. It was about the
4 movement of individuals from one group -

5 MR. LOWRY: If I said I wish there was not such a
6 movement, I didn't mean that. What I thought I said was I
7 wished that it could be made smoothly and without
8 hostility.

9 VICE CHAIR CAMACHO: Okay. Could you elaborate on
10 your statement in your application that stated, "The sense
11 of betrayal is enormous regarding changes in
12 neighborhoods?"

13 MR. LOWRY: Yes. A home is something that people
14 value very highly, and many families, particularly those
15 with fairly low income, struggle well into their 30s or
16 40s, trying to gather the capital to enable them to buy a
17 home. They finally achieve it and they have a home that
18 is part of the neighborhood, that is a very special part
19 of the home, the fact that it is in a certain kind of
20 neighborhood of people like them, that's a fact of life,
21 people like to live among people that are like themselves
22 - most people do, there are some people that don't feel
23 that way, but generally that is the sentiment. And when
24 someone who has spent their lives accumulating enough
25 money to buy a house and finally achieved it, the perfect

1 house in the perfect neighborhood and the perfect school,
2 and that has the rug pulled out from under them, in the
3 sense that the neighborhood changes. They get very
4 bitter. And that's - I've seen it happen and I suspect
5 that you have, too, but I don't know.

6 VICE CHAIR CAMACHO: Could you clarify "the people
7 like them?" Who do you like to have around you?

8 MR. LOWRY: Who do I like to have? I like to have
9 as neighbors people who are interested in something
10 besides themselves. I don't often succeed in finding
11 them.

12 VICE CHAIR CAMACHO: Okay. You've had a very
13 distinguished career throughout your life, you've worked
14 as, I think, a consultant, and then also worked for the
15 Rand Corporation. How did the Rand Corporation prepare
16 you to work on the Commission?

17 MR. LOWRY: It gave me a lot of training working
18 on teams. Outside of - well, until I went to work at
19 Rand, most of my research had been solo. And also, it put
20 good resources at my disposal that I'd never had before.
21 My solo research was always self-funded, so it gave me a
22 kind of experience that I have never had before, and it
23 gave me practice moving big things around, I'll put it
24 that way, and it was a very valuable experience. The one
25 problem with it was that, eventually, it promoted me to -

1 well, to a level in which my time was too valuable for me
2 to use it for anything I enjoyed doing. I was sort of
3 either picking up after other people, or generating
4 business. So, I left.

5 VICE CHAIR CAMACHO: So, what do you think the
6 experience that you had at Rand Corporation, what skills
7 and abilities do you think you could pull over and it
8 would help you as a Commissioner?

9 MR. LOWRY: What skills - well, I tried at length
10 to tell you about the Housing Allowance Experiment,
11 probably too long. Team work, collaboration,
12 organization, I think that the redistricting is a big
13 complicated job, and I think that it is going to be very
14 difficult to pull it off in the very short time that is
15 allowed us, because so much of the time is going to be
16 needed to organize the work on the team. And then, I have
17 the experience from Rand of organizing those things. I
18 don't say that I'm the only one who can do that, but I am
19 one of them, one of that kind of person, I know how to do
20 that.

21 VICE CHAIR CAMACHO: Obviously, you know the
22 deadlines that are required within the Constitution, and
23 if Prop. 20 passes, within that requirement, also. How
24 much time do you think should be dedicated for the public
25 meetings to gain an understanding of the communities of

1 interest?

2 MR. LOWRY: I don't know. It has seemed to me
3 that a great deal of stress has been given to that part of
4 the program by the State Audit Department and I haven't
5 been sure why so much has been given to it. I think that
6 a lot more of the job is figuring out reasonable and
7 visible, that is, transparent ways of drawing the
8 boundaries, and that the public relations part of it is
9 not going to be as difficult as the Audit Bureau seems to
10 think, I'm not sure.

11 VICE CHAIR CAMACHO: Why do you think the public
12 relations will be easier?

13 MR. LOWRY: Well, partly because this is not the
14 case of the Politicians custom designing districts for
15 themselves; and partly, I hope, because what the district
16 designs will be purely fair and reasonable and
17 transparent. I could be mistaken, but the assumptions
18 that - it's going to be hot and heavy in whatever we do
19 in, I think, Los Angeles County and a few other places,
20 but for most of the State, I don't think that there will
21 be a great deal of public interest in it.

22 MS. RAMIREZ-RIDGEWAY: Mr. Lowry, we're having
23 trouble picking you up. Would you mind speaking directly
24 into the mic?

25 MR. LOWRY: Okay. I can speak directly into the

1 mic.

2 MS. RAMIREZ-RIDGEWAY: There you go. When you
3 lean close to it, it picks you up.

4 MR. LOWRY: You know, I get cross-eyed if I look
5 at it.

6 MS. RAMIREZ-RIDGEWAY: Look at the panel.

7 VICE CHAIR CAMACHO: So, just for my
8 understanding, you are thinking that the data that you
9 would receive from the Census Bureau and the - I know I'm
10 not going to say - the political boundaries which are the
11 City and County lines, and any geographic boundaries, are
12 the most important elements?

13 MR. LOWRY: They are the bones. Remember that
14 we're talking about districts that have a population of
15 460,000 people, that's big, it's nothing like
16 redistricting a City for Council seats.

17 VICE CHAIR CAMACHO: Okay, that was my last
18 question, thank you.

19 MS. RAMIREZ-RIDGEWAY: Ms. Spano.

20 PANEL MEMBER SPANO: Thank you. Good morning.
21 You believe there's not going to be a lot of public
22 interest in redistricting?

23 MR. LOWRY: I'm sorry?

24 PANEL MEMBER SPANO: You believe there is not
25 going to be a lot of public interest in redistricting?

1 MR. LOWRY: No, I didn't say that, I said except
2 for Los Angeles and a few other hot spots.

3 PANEL MEMBER SPANO: Except for LA County and
4 maybe San Francisco and San Diego, that you mentioned
5 earlier?

6 MR. LOWRY: I don't include San Francisco because
7 it has, at most, two districts.

8 PANEL MEMBER SPANO: Okay. What counties did you
9 have in mind, besides LA? Were there other counties
10 included in your --

11 MR. LOWRY: Well, Los Angeles and extending into
12 the northern border of Orange County, they're both tight,
13 but really, Los Angeles County is going to be where the
14 battles are fought.

15 PANEL MEMBER SPANO: How would you, to the best of
16 your knowledge, come up with a plan and try to reach
17 others and get them involved and interested in
18 redistricting and the importance of it?

19 MR. LOWRY: Get them involved -

20 PANEL MEMBER SPANO: In the interest and
21 importance of the tasks of the Commission.

22 MR. LOWRY: Why do we want them involved?

23 PANEL MEMBER SPANO: Why wouldn't you?

24 MR. LOWRY: Why should we want them involved?

25 PANEL MEMBER SPANO: Well, let me ask you this,

1 do you believe this process should be transparent?

2 MR. LOWRY: Yes.

3 PANEL MEMBER SPANO: Do you believe that public
4 input is important in soliciting their opinions on the way
5 the Commission comes up with drawing their lines?

6 MR. LOWRY: No.

7 PANEL MEMBER SPANO: Why?

8 MR. LOWRY: Because I don't think that - I think
9 that their job is to approve or object to what we do.

10 PANEL MEMBER SPANO: And in doing so, the public
11 has a right in this process to object their concerns, so
12 do you feel there is value in hearing -

13 MR. LOWRY: You know, if what you are suggesting
14 is that we should ask for suggestions about how to divide
15 up the state into districts, that's suicide.

16 PANEL MEMBER SPANO: Why?

17 MR. LOWRY: Because it would get an indefinitely
18 large number of suggestions and you would have to do
19 something with all of them.

20 PANEL MEMBER SPANO: Do you find value with
21 hearing other people's opinions - in decision-making
22 processes like this?

23 MR. LOWRY: Do I find value in other people's
24 opinions?

25 PANEL MEMBER SPANO: Hearing other people's

1 opinions in processes like this.

2 MR. LOWRY: I do not find value in everybody's
3 opinions, no.

4 PANEL MEMBER SPANO: Are you willing to listen to
5 others?

6 MR. LOWRY: I'm willing to listen for a while,
7 yes.

8 PANEL MEMBER SPANO: When do you stop listening?

9 MR. LOWRY: It depends.

10 PANEL MEMBER SPANO: It depends on maybe whether
11 you agree or disagree with them?

12 MR. LOWRY: You could put it that way. It depends
13 on whether it seems to me whether it's productive or
14 unproductive to listen any longer, that's a little
15 different from agreeing or disagreeing.

16 PANEL MEMBER SPANO: How do you feel - what is
17 your opinion in a fully functioning Commission whose task
18 was something that has never been done before like this,
19 knowing that there are going to be people that are experts
20 in Census data, not experts in redistricting, may not have
21 a college degree, maybe an attorney? How do you deal with
22 those different personalities and qualifications?

23 MR. LOWRY: I'm having a little trouble getting
24 all of your words.

25 PANEL MEMBER SPANO: Sure, how about if I

1 rephrase? What is your idea of a good Commission - fellow
2 good - fellow Commissioners? What do you want to see in
3 the qualities in your fellow Commissioners in terms of
4 either personality traits and background?

5 MR. LOWRY: In personalities?

6 PANEL MEMBER SPANO: Yeah, and backgrounds.

7 MR. LOWRY: I would like to see people who can
8 take a problem and solve it.

9 PANEL MEMBER SPANO: You mentioned earlier that
10 when you - and if I misunderstood this, correct me - when
11 you see a task not being done, you take it over instead of
12 coaxing the other assigned individual to it?

13 MR. LOWRY: I think of that as a defect in my
14 character.

15 PANEL MEMBER SPANO: Would you say to some degree
16 you are impatient?

17 MR. LOWRY: Uh huh.

18 PANEL MEMBER SPANO: Do you believe that people on
19 the Commission may have different learning abilities and
20 styles that may require the patience of each other, to
21 tolerate their understandings?

22 MR. LOWRY: Uh huh.

23 PANEL MEMBER SPANO: Do you have that ability to -

24 MR. LOWRY: I try.

25 PANEL MEMBER SPANO: How do you feel about

1 Commissioners collaborating on the ideas of how to develop
2 a plan to start this up in determining what's important
3 and what's not? And the reason I ask this is because,
4 earlier, you mentioned that the Chairman should be tasked
5 at developing a work plan and distribute the tasks to all
6 others. So, can you give me your thoughts on that?

7 MR. LOWRY: I'm not sure that I understand you,
8 but I didn't suggest that the Chairman decides what the
9 work program is, I suggested that the group - the
10 Commission decide what the work program was and that the
11 Chairman implements it.

12 PANEL MEMBER SPANO: Okay.

13 MR. LOWRY: The Chairman passes out the tasks.

14 PANEL MEMBER SPANO: Okay. You are obviously
15 somewhat of an expert at Census Data and analyzing it, and
16 over the years, can you tell me of the changes that have
17 occurred in the Census Data?

18 MR. LOWRY: Tell you other changes that have
19 occurred in Census Data?

20 PANEL MEMBER SPANO: Yes. The significant changes
21 that you have seen -

22 MR. LOWRY: The Census Bureau has changed
23 enormously in the last 20 years. I hardly recognize it,
24 and it's marvelous.

25 PANEL MEMBER SPANO: Well, the Data itself that

1 you've looked at.

2 MR. LOWRY: Uh huh.

3 PANEL MEMBER SPANO: In your mind, how have you
4 seen it change over time?

5 MR. LOWRY: The subjects have not changed very
6 much, but the Bureau's approach to the subjects have.
7 They have gotten more scientific in the sense of being
8 willing to use scientific sampling instead of complete
9 enumeration to get information, and this has enabled them
10 to do a whole lot of intercensal [sic] - intracens - wait
11 - between Census Data publication, that they never used to
12 be able to do. They have learned how to compile data in
13 formats and on media that the public can access directly.
14 During most of my professional life, the only way to get
15 Census numbers was by buying those big Bibles, you know,
16 about six inches thick Bibles, and if you didn't buy a
17 Bible, you couldn't get the information. Now, you can
18 download almost anything you want to know on a computer
19 and I'm astonished at the amount of information that is so
20 easily at your touch, you can even push a button and it
21 will transpose columns and rows, it's great.

22 PANEL MEMBER SPANO: It's more user-friendly.
23 Over time, have you seen the Census Data change or move in
24 a different direction in terms of its relation to race,
25 ethnicity, and national origin?

1 MR. LOWRY: The Census Bureau is - how shall I say
2 it - is the slave of the Budget Bureau on that one. And
3 the Budget Bureau is essentially responding to the
4 Department of Justice at this point. And so, I don't
5 really blame the Census Bureau for what has been done on
6 the subject of race and ethnicity. As it stands, you are
7 whatever the Census Bureau says you are, whatever race you
8 want to say you are. And you're of whatever ethnicity you
9 want to say you are, and they're not going to tell you
10 what a race is or what an ethnicity is, you have to decide
11 that for yourself. And so, whatever those numbers mean,
12 they will publish it as though they meant something. I
13 don't think they mean very much.

14 PANEL MEMBER SPANO: Really?

15 MR. LOWRY: Yes. For example, I'm a Latino.

16 PANEL MEMBER SPANO: Uh huh?

17 MR. LOWRY: Would you have guessed?

18 PANEL MEMBER SPANO: By your physical appearance?

19 MR. LOWRY: No - yes, by physical appearance, by
20 my name?

21 PANEL MEMBER SPANO: No. I guess it's the gray
22 hair.

23 MR. LOWRY: By my behavior?

24 PANEL MEMBER SPANO: It depends, I don't know. I
25 see you as a person who wants to apply for Commissioner

1 today, as I see you today. Do you believe it's relevant
2 data that needs to be considered in redistricting?

3 MR. LOWRY: Yes, because everybody else does.

4 PANEL MEMBER SPANO: Because every - do you
5 personally believe that it's useful?

6 MR. LOWRY: I'm sorry, I have promised to keep my
7 personal beliefs out of it.

8 PANEL MEMBER SPANO: So you're demonstrating
9 impartiality. Do you foresee any challenges to the
10 Commission in using this data?

11 MR. LOWRY: Any challenges to the Commission?

12 PANEL MEMBER SPANO: Yes.

13 MR. LOWRY: Do you mean that they won't be able to
14 understand it? Or what?

15 PANEL MEMBER SPANO: Maybe not be able to
16 understand it, would it be missing any types of
17 information that would be critical to the Commission?
18 I've never worked with Census Data, so I'm just - and
19 there may be Commissioners that never worked with Census
20 Data. Do you foresee any challenges for any of the
21 Commissioners in using Census Data, based on your
22 knowledge about Census Data?

23 MR. LOWRY: Well, I'm trying to imagine what kind
24 of challenges you have in mind. The Commissioners, if
25 they have not ever used Census Data, ought to have it

1 explained to them, what goes on with race and ethnicity as
2 artifacts and so that they are on top of that, but
3 otherwise, I don't know what the challenges would be.
4 There's the enumerations are just about as good as Census
5 enumerations can get, and no challenges there. So...

6 PANEL MEMBER SPANO: How much time do I have?

7 MS. HAMEL: Five and a half minutes.

8 PANEL MEMBER SPANO: You say maps are more fun for
9 you. Can you tell me why?

10 MR. LOWRY: I'm sorry?

11 PANEL MEMBER SPANO: Can you tell me why?

12 MR. LOWRY: Why what?

13 PANEL MEMBER SPANO: Maps are more fun to you? In
14 terms of - what context?

15 MR. LOWRY: No, I can't tell you why, really. My
16 mind just goes out to graphics. I can see things better.
17 My life for the past month would have been much happier if
18 I had some dot maps of populations, for example, racial
19 distributions. That is so informative.

20 PANEL MEMBER SPANO: The visual. Were you looking
21 at maps to get a sense of what the -

22 MR. LOWRY: To get a sense of what was going on.

23 A dot map of the Black population or the Hispanic
24 population in California, at a scale in which I could see
25 where the peaks and valleys were. And getting numerical

1 summaries by county or enumeration district - or what do
2 you call it - electoral district - just don't give you any
3 insight, or very much insight. And dot maps are
4 wonderful.

5 PANEL MEMBER SPANO: Would you say you are more of
6 a learner - you say you are a visual learner - how are you
7 at comprehending dense materials and areas of complex law?

8 MR. LOWRY: At law?

9 PANEL MEMBER SPANO: Complex law like the VRA.

10 MR. LOWRY: Yeah. I can understand principles of
11 law very well. But if you give me an actual law with all
12 the cross-references and unnecessary clauses in it,
13 whereas, and when, and if, and according to, and so on and
14 so forth, I get lost very quickly. Jesus, your machine
15 doesn't do very well. In other words, I find legalese
16 which is very guarded in its language, trying to cover all
17 bases, and being sure nothing is left out, very hard to
18 follow. But I don't find any difficulty reading a Judge's
19 Opinions, those are clear.

20 PANEL MEMBER SPANO: Those are clear to you?

21 MR. LOWRY: Uh huh.

22 PANEL MEMBER SPANO: The laws. Do you think you
23 would have difficulty applying the VRA in complex law like
24 that to your decision-making as you draw the lines? Some
25 of it may require some judgmental decision-making.

1 MR. LOWRY: Well, I have read carefully again and
2 again Proposition 11, Proposition 20, the Voting Rights
3 Act of 1965, and so forth, and I'm content that I
4 understand what they say and what they don't say. I've
5 also read commentary on all of them.

6 PANEL MEMBER SPANO: How many more minutes? Okay,
7 thank you.

8 MS. RAMIREZ-RIDGEWAY: Panelists, do you have
9 follow-up questions?

10 VICE CHAIR CAMACHO: I don't have any follow-up
11 questions.

12 CHAIR AHMADI: Either do I.

13 MS. RAMIREZ-RIDGEWAY: You do, Ms. Spano?

14 PANEL MEMBER SPANO: Not yet, I want to look at my
15 notes.

16 MS. RAMIREZ-RIDGEWAY: Okay. Mr. Lowry, how do
17 you feel about the Voting Rights Act of 1965?

18 MR. LOWRY: How do I feel about?

19 MS. RAMIREZ-RIDGEWAY: The Voting Rights Act of
20 1965?

21 MR. LOWRY: I don't think that that's an
22 appropriate question.

23 MS. RAMIREZ-RIDGEWAY: You don't think it's an
24 appropriate question?

25 MR. LOWRY: No.

1 MS. RAMIREZ-RIDGEWAY: Well, I'd like you to
2 answer it anyway - given that the Voting Rights Act of
3 1965 will govern your work as a Commissioner, I'm
4 interested to know whether you feel it's a necessary law,
5 if you think it was a good piece of legislation?

6 MR. LOWRY: It's a piece of legislation that I
7 will be bound to live by. It's how I feel about it is
8 irrelevant.

9 MS. RAMIREZ-RIDGEWAY: Do you think that it's a
10 necessary law today?

11 MR. LOWRY: Do I think it's necessary?

12 MS. RAMIREZ-RIDGEWAY: Correct.

13 MR. LOWRY: No, of course not. It's not
14 necessary.

15 MS. RAMIREZ-RIDGEWAY: And why is that?

16 MR. LOWRY: Almost no law is necessary.

17 MS. RAMIREZ-RIDGEWAY: How about Prop. 11?

18 MR. LOWRY: Prop. 11, no, it wasn't necessary.

19 MS. RAMIREZ-RIDGEWAY: So why are you applying to
20 become a Commissioner?

21 MR. LOWRY: Because I think Prop. 11 is a good
22 idea.

23 MS. RAMIREZ-RIDGEWAY: But not a necessary law?

24 MR. LOWRY: That's right.

25 MS. RAMIREZ-RIDGEWAY: Well, much of your work as

1 a Commissioner will be governed by laws, and if they're
2 not necessary, how can you be confident that you will
3 apply them and honor them in your work?

4 MR. LOWRY: Because I said I would.

5 MS. RAMIREZ-RIDGEWAY: What kind of diversity
6 would you like to see on the Commission?

7 MR. LOWRY: I would like diversity of talent.

8 MS. RAMIREZ-RIDGEWAY: Do you work well with men
9 and women from all different backgrounds, races,
10 ethnicities, etc.?

11 MR. LOWRY: I certainly - I don't care anything
12 about gender, men or women is fine, different backgrounds,
13 it depends what you mean about - I can't offhand think
14 that I'm selective about background.

15 MS. RAMIREZ-RIDGEWAY: What about race and
16 ethnicity?

17 MR. LOWRY: I'm sorry?

18 MS. RAMIREZ-RIDGEWAY: What about race and
19 ethnicity?

20 MR. LOWRY: No problems.

21 MS. RAMIREZ-RIDGEWAY: Are you willing to travel
22 up and down the State of California and sit through
23 meeting after meeting where you hear from various
24 individuals about what defines their communities of
25 interest, or their community of interest?

1 MR. LOWRY: I don't see why that would be
2 necessary. I think one of the first things that we would
3 have to do on the Commission is divide responsibilities up
4 geographically.

5 MS. RAMIREZ-RIDGEWAY: So, if the Commission
6 decided that the entire panel of 14 would travel the state
7 from corner to corner, up and down, would you be willing
8 to do that?

9 MR. LOWRY: No.

10 MS. RAMIREZ-RIDGEWAY: Okay, I have no further
11 questions. Panelists?

12 CHAIR AHMADI: Neither do I.

13 MS. SPANO: No.

14 MS. RAMIREZ-RIDGEWAY: I'm sorry, Mary, I thought
15 you answered. You've got about 14 minutes if you would
16 care to make a closing statement.

17 MR. LOWRY: Okay. I submitted my application for
18 the Commission -

19 CHAIR AHMADI: Dr. Lowry, I'm sorry for
20 interrupting you, could you please talk closer to the mic
21 so that we can hear you? I appreciate that.

22 MR. LOWRY: I submitted my application for the
23 Commission because I thought that redistricting by an
24 independent group was a very important reform in
25 California's electoral system. I thought the consequences,

1 if it were done properly, would be quite substantial. And
2 I thought and think that, as a Commissioner, I could
3 contribute a good deal of intelligent work to that task.
4 That's partly because I have a background in a lot of the
5 things that need to be done in the way of organizing the
6 work, and a background in the subject matter, which is the
7 location of people in space, and the meaning of community,
8 and the nesting of boundaries, things of that sort.

9 And finally, I think I can keep my eye on the
10 ball, and that's one thing that I'm not sure that the
11 Commission will be able to do without someone like me. I
12 haven't listened to the other panelists, so I don't know
13 who else is running and presented his views, but you need
14 someone with a clear idea of what Proposition 11 is trying
15 to accomplish. I think I know from a very close reading
16 of that, and that's what I would try to read. Thank you.

17 CHAIR AHMADI: Thank you, sir.

18 VICE CHAIR CAMACHO: Thank you.

19 MS. RAMIREZ-RIDGEWAY: Thank you so much for
20 coming to see us. We will recess until 12:59.

21 (Recess until 12:59 p.m.)

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